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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Initial report of States parties

LITHUANIA

Part I

Land and people[1]

Lithuania is located on the eastern coast of the Baltic Sea. It borders Latvia to the north, Belarus to the east, and Poland and the Kaliningrad region of the Russian Federation to the south. Lithuania covers an area of 65,300 square kilometres. At the beginning of 1998 the population totalled 3,704 million. The capital of Lithuania is Vilnius.

Average income per capita: in the first quarter of 1998, it was 452 litas (LT), and average disposable income per capita was LT 393.7.

GDP: in 1996, LT 31,569 million; and in 1997, LT 38,201 million.

Rate of inflation has been decreasing in recent years: in 1994, it was 45.1 per cent, and in 1997, 8.4 per cent.

External debt: as of 1 July 1998, it comprised US$ 1,402.70 million.

Rate of unemployment: in 1997, 5.9 per cent; in April 1998, 6.9 per cent.

Literacy rate: according to the census of 1989, 99.8 per cent of the population 9-49 years of age were literate.

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Religion: the majority of the population is Roman Catholic.

Ethnic composition of the population: according to the data of the beginning of 1997, Lithuanians comprised 81.6 per cent; Russians, 8.2; Poles, 6.9; Belarussians, 1.5; Ukrainians, 1.0; Jews, 0.1; and other nationalities, 0.7 per cent.

Life expectancy: in 1996, it was 65.0 for men and 76.1 for women.

Infant mortality: in 1997, 391 children under 1 year of age died; of them, 210 in urban areas and 181 in rural areas. There were 10 deaths among children under 1 year of age per 1,000 births (8.8 in urban areas, 12.9 in rural areas). There were 226 deaths among children aged 30 days, and 165 deaths among those 7 days of age.

Maternal mortality: in 1997, 6 women died of complications during pregnancy, delivery and the post-natal period. There were 0.8 deaths per 100,000 women 15-49 years of age.

Fertility rate: in 1997, 40 babies were born per 1,000 women 15-49 years of age. The total fertility rate (TFR) was 1.39.

Composition of the population by age and place of residence: at the beginning of 1998, children 0-14 years of age comprised 21 per cent, and persons 65 years of age and older, 12.7 per cent of the total population. Urban dwellers constituted 68.3 per cent, and rural dwellers 31.7 per cent.

Households headed by women: 45 per cent (the breadwinner is considered to be the person with the highest income).

General political structure

The name of Lithuania was mentioned in the historical annals for the first time in 1009. In the thirteenth century Lithuania emerged as a centralized medieval State. In 1385, Lithuania adopted officially the Roman Catholic faith and concluded a dynastic union with Poland, which turned into a commonwealth of two nations in 1568. Following protracted wars Lithuania and Poland were divided in three successive partitions - in 1772, 1793 and 1795 - among the Russian, Austro-Hungarian and Prussian empires. Almost the whole of Lithuania was incorporated into the Russian empire. In the nineteenth century Lithuania experienced hard national and religious oppression under Russian tsarist rule. The national liberation movement gradually evolved into a struggle against this rule.

During World War I Lithuania was occupied by Germany (1915-1918). On 16 February 1918 (Independence Day), the Lithuanian Council declared the Republic of Lithuania. During 20 years of independence Lithuania attained significant results in the spheres of economy and culture. The State was recognized at the international level and became a member of the League of Nations.

In 1939, by the secret protocols of the Molotov/Ribbentrop pact, Stalin and Hitler divided Central Europe into spheres of influence. In 1940 the Soviet Union occupied and annexed Lithuania and declared it the Soviet Socialist Republic of Lithuania. During World War II Lithuania was occupied by Nazi Germany. The SS and Gestapo organized annihilation of the 250,000 Lithuanian Jews. In 1944 the Red Army re-occupied Lithuania. Lithuanian guerillas put up a resistance and continued their struggle up to 1953. The Soviet Union renewed the deportations of the population which had begun before the war. About 250,000 inhabitants of Lithuania were deported to Siberia or the Arctic.

The Soviet power destroyed the traditional structure of Lithuania's market, expropriated private property, centralized the economy and incorporated it into the common economic space of the Soviet Union. Political democracy was eliminated, and the society was controlled by the Communist Party and the KGB which imposed strict censorship also on the cultural life of the country.

Most democratic States never recognized Lithuania's incorporation into the Soviet Union. Lithuanian pre-war diplomatic missions continued their activities abroad until 1991. The Lithuanian nation never lost its identity or its hope to restore its sovereignty. In the first democratic elections in 1988, the Lithuanian reform movement Sajūdis ("Movement") defeated the Communist Party. On 11 March 1990 the newly elected Lithuanian Supreme Council promulgated the restoration of the independence of the Republic of Lithuania. Seeking to halt Lithuania's self-liberation, the Soviet Union imposed an economic blockade on Lithuania, and in January 1991 it made an unsuccessful attempt to take over the State.

Iceland was the first to recognize Lithuania (12 February 1991). After the failed coup d'état in Moscow in August 1991, the independence of Lithuania was ultimately recognized by the Soviet Union. On 17 September 1991 Lithuania joined the United Nations. In March 1993, Lithuania was admitted to the Council of Europe. On 31 August 1993 Soviet troops were finally withdrawn from Lithuania. Since 1994 Lithuania has been participating in NATO's Partnership for Peace Programme. In 1995, it signed the Association Agreement with the European Union. Membership in NATO and the European Union are the pivotal foreign policy goals of Lithuania.

The State of Lithuania is an independent democratic republic with the basic principles of a free market, the rule of law and democracy firmly established. A multiparty system has taken root, free and independent elections have become a norm of life, the Constitution and the laws are adhered to, human rights are respected, national minorities enjoy broad rights and are not discriminated, and the mass media enjoy freedom.

According to the Constitution adopted by popular referendum on 25 October 1992, the powers of the State are exercised by the Seimas (Parliament), the President of the Republic and the Government, and the judiciary.

The Seimas is the legislative institution in Lithuania. It consists of representatives of the people - 141 Seimas members who are elected for a four-year term on the basis of universal, equal and direct suffrage by secret ballot.

After the restoration of independence, two elections to the Seimas took place, in 1992 and 1996. In the Seimas, members of Parliament work in political parliamentary factions, standing committees and commissions. The Seimas considers and adopts amendments to the Constitution, passes laws, adopts resolutions concerning referendums, announces presidential elections and local elections; establishes State institutions provided by law, appoints and dismisses their chief officers; approves or rejects the candidature of the Prime Minister proposed by the President of the Republic; considers the programme of the Government, and decides whether to approve it or not; supervises the activities of the Government; imposes direct administration, martial law or state of emergency, announces mobilization and adopts a decision to use the armed forces.

The President of the Republic is the Head of State and represents the State. The President is elected by the citizens of Lithuania for a five-year term of office on the basis of universal, equal and direct suffrage by secret ballot. The same person may not be elected to the office of the President for more than two successive terms of office.

The President of Lithuania settles basic issues of foreign policy and conducts foreign policy in conjunction with the Government; upon approval of the Seimas, appoints and dismisses the Prime Minister, authorizes him to form the Government and endorses its composition; accepts resignation from the Government and ministers and may authorize them to act in a particular capacity; upon a proposal of the Prime Minister appoints and dismisses ministers; appoints and dismisses, according to the established procedure, State officers provided by law; in the event of an armed attack which threatens the sovereignty of the State or territorial integrity, adopts decisions concerning defence against such armed aggression, imposition of martial law, and as mobilization, and submits these decisions to the next sitting of the Seimas for approval; declares a state of emergency according to the procedure and cases established by law, and submits this decision to the next sitting of the Seimas for approval; makes annual reports in the Seimas about the situation in Lithuania, and the domestic and foreign policy of Lithuania; signs and promulgates laws adopted by the Seimas or refers them back to the Seimas. In executing the powers entrusted to him, the President issues acts and decrees.

The Government of Lithuania consists of the Prime Minister and ministers. The Prime Minister is appointed and dismissed by the President upon the approval of the Seimas. He appoints and dismisses ministers upon the proposal of the Prime Minister. The Prime Minister, within 15 days of his appointment, presents to the Seimas the Government formed and approved by the President and submits its programme for consideration. After the Seimas elections or upon electing the President, the Government returns its powers to the President of Lithuania. The new Government is empowered to act after its programme has been approved by the majority of the Seimas members participating in the Seimas sitting.

The Government of Lithuania administers the affairs of the country, protects the inviolability of the territory, ensures State security and public order; implements laws and the resolutions of the Seimas on the implementation of laws and the decrees of the President; coordinates the activities of ministries and other governmental institutions; prepares drafts of the national

budget and submits it the Seimas; implements the national budget, submits statements of the budget performance to the Seimas; prepares draft laws and presents them to the Seimas for consideration; establishes diplomatic relations and maintains relations with foreign States and international organizations; fulfils other duties entrusted by the Constitution and other laws.

Lithuania is divided into 56 administrative units: 12 cities and 44 regions. The territorial administrative units provided by law are entitled to the right of self-government. This right is implemented through appropriate local government councils. Members of local government councils are elected for a three-year term of office by the residents of an administrative unit - citizens of Lithuania - on the basis of universal, equal and direct suffrage by secret ballot. The procedure for the organization and activities of self-government institutions is established by law.

In Lithuania, the courts have the exclusive right to administer justice. The courts are independent. The Constitutional Court decides whether laws and other legal acts of the Seimas comply with the Constitution, and whether the acts of the President and of the Government comply with the Constitution and the laws. The status of the Constitutional Court and the procedure of the implementation of powers thereof is established by the Law on the Constitutional Court of the Republic. The court system consists of the Supreme Court, the Court of Appeal, district and local courts.

State Control supervises the legality of the management and use of State property as well as the performance of the national budget. Citizens' complaints concerning abuse of official position or bureaucracy by state and local government officials (except judges) are investigated by the Seimas Ombudsmen. They have the right to recommend to the court to dismiss the officials at fault from their posts. The Seimas Ombudsmen's Office started functioning on 31 March 1995.

General legal framework within which human rights are protected

Terms of reference of national institutions on the issues of human rights

Following the existing laws, in Lithuania all of its citizens as well as citizens of other States and persons without citizenship (unless the laws of Lithuania provide otherwise) have the right to legal defence against attempts on their life and health, personal freedom, property, honour and dignity and other rights and freedoms guaranteed to them by the Constitution and laws of Lithuania, as well as legal defence against the actions or inaction of the State and governmental institutions and officials. Therefore, according to the laws of Lithuania every interested person has the right to appeal to a court in a procedure established by law in order to defend his rights or his legitimate interests. It should be noted that in Lithuania the Seimas Ombudsmen's Office investigates complaints against abuse of official position and bureaucracy by state and local officials. Recently a post of State Consultant on Human Rights was established within the Government.

Remedies available to a person who claims that his rights have been violated

The courts of Lithuania, as well as arbitration may apply the following measures of legal defence: recognition of rights; restoration of the status which existed prior to the infringement of the law; a sentence to fulfil the duty in kind; recovering damages from the person who violated the law; other measures provided for in law.

Protection of rights and freedoms referred to in international human rights instruments in the legal system of Lithuania

All basic human rights are established in the Constitution of Lithuania, in chapters II ("The Individual and the State"), III, IV and XIII and the preamble. All persons falling under the jurisdiction of Lithuania acquire basic rights and freedoms defined in the provisions of the Constitution. Specific ways of realizing these rights are established by other laws of the country. At the same time the Constitution (art. 145) stipulates that during martial law or a state of emergency the rights and freedoms connected with a person's private life, property, inviolability of dwelling, freedom of convictions, movement, association and meetings may be temporarily restricted.

Implementation of the human rights instruments in the legal system of Lithuania

Lithuania is party to the fundamental human rights documents, both universal and regional (i.e., Council of Europe). As to the implementation of the norms established in legal documents, it should be noted first of all that the system of coordination between international and domestic law which has been chosen by Lithuania is based on the principle that international treaties are transformed in the State's legal system - i.e., are incorporated into it. The Constitution of Lithuania (part 3, art. 138) stipulates that the international treaties ratified by the Seimas are a constituent part of the domestic legal system. Following the laws of Lithuania, the act of ratification grants a particular international legal document powers superior to those of the laws of Lithuania.[2]

However, since international treaties do not usually define ways of implementation of rights, legal responsibility for violations, terms of reference of appropriate national institutions etc., national laws are applied in order to implement the human rights established in these (ratified) treaties.[3]

Direct application of the provisions of international human rights instruments

As was noted above, international treaties (conventions) ratified by the Seimas become an integral part of national law. This means that there are no obstacles for a direct application of the provisions of those treaties in the courts of Lithuania and other institutions conducting legal defence.

Institutions or national machinery responsible for overseeing the implementation of human rights

It should be noted that there is no special institution entrusted with the supervision of the process of human rights' enforcement in Lithuania. Nevertheless, it is one of the goals of the Government's policy to guarantee human rights. Therefore, the supervision of human rights' enforcement in Lithuania is pursued by governmental institutions, the Ministry of Justice, in particular, and certain special institutions, like the Department of Regional Problems and National Minorities, Children's Rights Protection Service and others.

Information and publicity

International human rights instruments to which Lithuania is party are translated into the Lithuanian language and published. When ratified by the Seimas they acquire the power of the law, and their observance is guaranteed by the Government of Lithuania.

Part II

Articles 1 and 2

Unlike the Convention, the Lithuanian legal system does not provide for an official definition of the concept of "women's discrimination". However, several draft laws on equal opportunities have been prepared (currently they are under consideration in the Seimas and among the public) where the concept is clearly defined and corresponds with the definition of discrimination provided for in article 1 of the Convention.

Requirements of item (a), article 2, of the Convention are fully implemented in article 29 of the Constitution of Lithuania: "All people shall be equal before the law, the court, and other State institutions and officers. A person may not have his rights restricted in any way or be granted any privileges, on the basis of his or her sex, race, nationality, language, origin, social status, religion, convictions, or opinions." The actual implementation of this provision of the Convention and of article 29 of the Constitution is revealed in the following paragraphs of this report.

As there is no special law on equal opportunities, the country's legal system does not provide for a general ban or sanctions applicable in cases of women's discrimination, with the exception of article 19 of the Constitution. However, certain special laws require that the principle of gender equality be followed, especially in the realm of labour relations. Article 2 of the Law on Employment Contract, passed on 28 November 1991, provides for equality for all employees, regardless of their sex, race, nationality, citizenship, political convictions, religious beliefs, or any other factors which do not affect their professional qualifications. Article 19 of the same law prohibits persons from refusing employment on the grounds stipulated in article 2.

Article 30 of the Constitution stipulates that any person whose constitutional rights or freedoms are violated has the right to appeal to court.

The Law on the Seimas Ombudsmen, passed on 11 January 1994, stipulates that all persons whose rights were violated by the actions or inaction of officials have the right to appeal to an appropriate Ombudsman to have their violated rights defended according to the procedure established in articles 15-26 of the Law on the Seimas Ombudsmen.

Implementation of items (e), (f) and (g), article 2, is given in the sections below.

Article 3

Legal measures to ensure the full development and advancement of women on the basis of equality with men are given in detail in the following chapters. It should be noted, though, that the general strategy for creating the legal system of Lithuania reveals earnest undertakings of the Government to implement the provisions of article 3 of the Convention.

In order to ensure not only the equal rights of women but also their equal possibilities to participate in political, social, economic and cultural life, the Government of the Republic, by its decision No. 1299 of 8 November 1996, endorsed the Lithuanian Women's Advancement Programme. This programme was developed by joint efforts of governmental and public organizations. The programme is targeted at 10 essential areas: protection of women's human rights, women's economic and social status, women and environment protection, women's health, family planning, women and education, women in politics and administration, abuse and violence against women and girls, woman and the mass media, the system of statistics and gender differences. Several guidelines have been established to promote progress in these areas. For example, one of the main actions planned for the protection of women's human rights is the drafting of a law on equal rights and opportunities for men and women and a mechanism of supervision for its implementation. The policy pursued by the State towards the rights and opportunities of men and women is consistent and continuous, and this is proved by the fact that, although the last elections were won by another political party, the Women's Advancement Programme has continued.

A mechanism for the enforcement of equal rights and opportunities of men and women has been put in place to supervise the implementation of the Lithuanian Women's Advancement Programme. At present the mechanism is comprised of institutions on three levels. At the Seimas level, the issues are within the jurisdiction of the Group of Women Parliamentarians and the Commission of Family and Child Affairs. At the government level, the implementation is within the jurisdiction of the State Consultant on Foreign Relations and Relations with NGOs, as well as the Department of Policy and Analysis of Children, Youth, Family and Equal Opportunities for Men and Women within the Ministry of Social Affairs. The Government formed a working group to develop a 1998-2000 action plan for the implementation of the Lithuanian Women's Advancement Programme (resolution No. 208 of 8 March 1997). This group is headed by the State Consultant for Foreign Relations and Relations with NGOs. The position of State Consultant on Human Rights was established within the Government of Lithuania.

At the level of non-governmental organizations, there are over 40 women's organizations and a women's information centre.

Article 4

No temporary special measures, as described in part 1, article 4, of the Convention are applied. However, certain State institutions are already beginning to apply such measures. For example, Vilnius University introduced measures to protect women in the realm of scientific research. (This is described in a greater detail in the comments on article 10.)

A broad description of special measures to protect motherhood is given in the comments on article 11.

Article 5

The measures that should be taken in accordance with article 5 of the Convention are of a social rather than political nature. Despite the fact that there are no constitutional or other legal acts that would establish an official religion, Lithuania is a Roman Catholic country. Therefore, any traditional or moral restrictions arising out of religious standards corresponding with the canons advocated by the conservative Roman Catholics, should not be considered as contrary to the goals of article 5 of the Convention.

The Law on Holidays of Lithuania exemplifies consolidation of the father's role in the family. Article 19 of the law grants the mother and the father (as well as grandmother, grandfather or other relative of the child who is actually bringing up the child) equal rights to child-care leave for children up to three years of age. On 1 July 1997, article 20 of the Law on Holidays was supplemented by part 2, which obligates employers to grant the child's father an unpaid leave of up to three months, upon his request, during the mother's maternity and childbirth leave or child-care leave until the child reaches three years of age.

Article 6

In recent years in Lithuania, prostitution has become a conspicuous phenomenon stemming from poor economic and social conditions. Trafficking in women has become a part of the activities of local and international crime. The absence of a consistent policy on the problem, non-participation in international programmes (Lithuania has not acceded yet to the 1949 Convention on Combating Human Trafficking and Exploitation of Prostitution by Third Persons), and diverse attitudes on the part of public and political organizations towards this phenomenon made it difficult to create a legal regulatory system. The negative atmosphere was also induced by the mass media which, on the basis of freedom of the press, often promote prostitution in an indirect way.

According to the laws of Lithuania, any behaviour that exhibits the typical features of prostitution is not punishable as a crime but instead, according to part 1, article 182 (1), of the Code of Administrative Violation of Law, contains indicia of administrative crime, and incurs a fine of up to LT 500 or,

in the case of a repeated crime, a fine of up to LT 1,000 or an administrative detention of up to 30 days. In 1996, on the basis of the article, 254 women were punished for engaging in prostitution, of which 18 were girls (in 1995, 165 and 15, respectively). The concept of prostitution itself is perceived as consistent actions by which material benefit is expected for sexual intercourse with a man. Cases whereby a woman is paid for sexual intercourse with a man do not contain indicia of administrative crime. The subject of this crime is a female person of 16 years of age or over.

In 1996 in Lithuania, a complex preventive programme, Paslauga (Service), was launched. It involves the police, the structural units of the Migration Department, health-care institutions, other interested institutions and the mass media. Two thousand three hundred and fifty-seven persons (of which, 125 underage persons) were identified, and criminal proceedings were instituted against them; 116 women and girls who engaged in prostitution were identified. Criminal proceedings were instituted in two cases, according to article 242 of the Criminal Code for manufacturing and distribution of pornographic items.

Unlike prostitution, procuration constitutes indicia of crime according to article 239 of the Criminal Code and incurs a sentence of up to five years of imprisonment. Article 119 of the same Code provides for up to three years of imprisonment for coercing a woman into sexual intercourse, and article 131 stipulates that unlawful imprisonment of another person incurs up to one year of imprisonment or correctional labour for the same period. However, both laws are not effective enough, due to many shortfalls in the laws regulating the procedural actions of investigative institutions. Therefore, "suppression" and "measures" in the sense of article 6 of the Convention are not adequately implemented in the legal system of Lithuania.

Application of article 239 of the Criminal Code is rare. In 1996, 211 women who engaged in prostitution and 44 procurers were detained; criminal proceedings were instituted in 32 cases. One of the obstacles preventing the courts from applying this article is lack of clarity in its wording: it establishes criminal liability for the operation of dens and for procurement, with conditions provided for gambling, debauchery or abuse of alcohol, only if during the same year a disciplinary punishment was administered to the offender for the operation of the den, as well as in the case of procuration, with self-seeking aims. The legal inefficiency in such cases is caused by the one-sided attitude of the investigative bodies. Usually such charges are dropped due to the absence of the indicia of crime or on other grounds.

Prostitution-related crimes are included in chapter XXX of the newly drafted Criminal Code. This chapter singles out procuration for purposes of prostitution (article 313). Stricter penalties are imposed on those who procure a person for prostitution (this incurs a fine, arrest or imprisonment for up to four years), procure a child for prostitution (a girl), a person with psychic disorders, a person who is materially or formally dependent or has been put under the guardianship of the procurer; also when procuration is made by deception or coercion (this is punished by a fine, arrest or imprisonment for up to four years) organize and direct a prostitution business and engage in trafficking persons outside Lithuania or procure a person for prostitution outside Lithuania (punishable by arrest or imprisonment from two to eight

years). Article 317 explains the concept of procuration, which is persuasion, incitement or another way of inclining or bringing persons together for illegitimate sexual intercourse, depraved actions or other ways of satisfying sexual passion for self-seeking purposes.

The draft Criminal Code also contains several totally new articles. Article 314 provides for punishment of a person for establishing and operating a brothel (this incurs a fine, arrest or imprisonment of up to four years); article 315 provides for liability for public demonstration or promotion of pornographic items (this incurs a fine, arrest or imprisonment of up to two years); article 316 provides for a fine, arrest or imprisonment for up to four years for exploitation of children under 15 years of age for pornography.

Upon the adoption of this code by the Seimas, requirements of article 6 of the Convention will be met.

Article 7

Lithuanian women voted for the first time in 1920 in the elections to the constituent Seimas. During the same year the provisional Constitution introduced equal suffrage for men and women which was firmly established by the Lithuanian Constitution of 1922. At present article 33 of the Constitution stipulates that "Citizens shall have the right to participate in the government of their State both directly and through their freely elected representatives, and shall have the equal opportunity to serve in a State office of the Republic of Lithuania ...". Article 34 of the Constitution, article 2 of the Law on the Seimas Elections, article 3 of the Law on the Presidential Elections and article 2 of the Law on Local Government Elections grant an active right to vote to the citizens who on the day of election are 18 years of age and over. Citizens who are declared legally incapable by court cannot participate in elections. All the laws provide for the equality of vote of every person in all the electoral areas. The citizens are also granted a passive voting right, and it is strictly forbidden to restrict it in any way on the basis of sex, nationality, religion or other criteria specified in articles 56 and 78 of the Constitution, article 3 of the Law on the Seimas Elections and article 2 of the Law on the Local Government Elections.

The same conditions to exercise the voting right are provided for in the Law on Referenda. Article 2 of that law establishes the rights of the citizens who have reached the age of 18 to freely participate in a referendum. This right cannot be restricted on the basis of their sex, race, nationality, language, origin, social status, religion, convictions or beliefs.

The provisions of item (b), article 7, of the Convention are embodied partly in article 33 of the Constitution. The laws of Lithuania do not provide for measures of positive discrimination to increase women's representation in appropriate structures. However, there are no doubts about the actual implementation of item (b), article 7, of the Convention in the legal sense; therefore, the reasons underlying the low level of representation of women in the Government are of a different nature.

The latest parliamentary and local elections in Lithuania elicited incremental women's representation, both at the political and administrative levels. Elections to the Seimas are conducted according to two systems: half of the members are elected in the multi-mandate electorial districts (70), and the rest (71) in one-mandate electorial districts. The last parliamentary elections took place on 20 October 1996. Twenty-seven parties and political organizations participated in them. In the multi-mandate system there were 1,241 candidates, of which 264 (21.3 per cent) were women, while in the single-mandate system, there were 875 candidates, of whom 168 (19.2 per cent) were women.

If compared with the 1992 elections, the number of women candidates has grown almost threefold: from 98 to 278 (women candidates were nominated in both single- and multi-mandate electorial districts). In 1992, there was not a single woman on the lists of four parties and organizations, while in 1996 there was only one party list with no female candidate enrolled. In 1992, no women were nominated as candidates in any of the 39 single-mandate electoral districts, while in 1996 only three of those districts had no female candidate; 15.8 per cent of the candidates entering the first one fifth of the party lists were women. Women were absent in the first one fifth of the list of 10 party lists (out of 24).

With the exception of three single-mandate electoral districts where no Seimas members have been elected so far, the part of women among the Seimas members has increased 2.5 times, to 18.1 per cent. The composition of candidates and elected Seimas members in 1992 and 1996 is presented in table 1.

Table 1. Composition of candidates to the Seimas and Seimas members by sex, 1992 and 1996

	Candidates		Seimas members	
	Men	Women	Men	Women
7th Seimas	732	98	131	10
	(88.2)	(11.8)	(92.9)	(7.1)
8th Seimas	1 071	278	113	25
	(79.4)	(20.6)	(81.9)	(18.1)

Note: Figures in parentheses are percentages.

In the new (8th) Government which was formed after the Seimas elections, the number of women increased as well. Table 2 contains the composition of the Government at the level of ministers and deputy ministers.

Table 2. Women at the top administrative level

	8th Government (May 1997)			7th Government		
Position (October 1996)	Total	Men	Women	Total	Men	Women
Prime Minister	1	1	-	1	1	-
Ministers	17	15	2	19	18	1
Deputy ministers	58	46	12	54	51	3

We can see that women have made considerable progress in the political arena of the country. The number of women candidates and of those elected to local councils is also on the increase (table 3).

Table 3. Results of local elections, 1995 and 1997

	Candidates to local councils			Composition of local councils		
Year	Total	Women	Women, %	Total	Women	Women, %
1995	7 245	1 759	24.3	1 488	289	19.4
1997	6 276	1 884	30.0	1 459	318	21.8

The laws of Lithuania do not provide for quotas for women on election lists or in the administration system. At present only one political party, the Lithuanian Social Democratic Party, has introduced quotas for its election list. Under the Lithuanian Women's Advancement Programme efforts will be made to achieve a gender balance on party election lists and to ensure that representatives of one sex do not hold more than two thirds of the posts in public commissions and committees formed by the Government. Plans are also under way to develop a programme for female candidates to high government offices.

Article 35 of the Constitution guarantees citizens the right to freely form societies, political parties, and associations, provided that the aims and activities thereof do not contradict the Constitution and laws. None of the laws provides for any discriminating measures preventing women from participation in non-governmental organizations or restricting women's rights in this sphere in any other way.

In recent years the number of women's organizations and the number of women participating therein have been growing. Currently, in Lithuania, there are 45 registered women's organizations. They can be divided into two groups: the Women's Party and women's groups within political parties, and public women's organizations. There are women's groups in the five largest political parties of Lithuania (in alphabetical order): Lithuanian Centre Union's Women's

Section, Lithuanian Democratic Women's Group (within the Lithuanian Democratic Labour Party), Lithuanian Social Democratic Women's Union, Union of Women Conservatives (Homeland Union - Lithuanian Conservatives), and Women's Section of the Lithuanian Christian Democratic Party. The Lithuanian Women's Party participated in the last parliamentary and local elections. It received one mandate in parliamentary elections in the one-mandate electorial district, and 154 mandates in local elections. Its emergence has prompted other traditional parties to devote more attention to their women's organizations.

Public women's organizations are very diverse. Some of them act at the national level (17 organizations), others at regional or city level, or within other organizations (e.g., women study centres in universities). Some of these organizations have set a very clear goal of equal rights and opportunities, others direct their activities towards assisting women or uniting women on the basis of profession, interests, religion, nationality etc.

Article 8

The diplomatic service of Lithuania was formed only after Lithuania regained its independence. There are no restrictions on the basis of sex to representing the Government at the international level or participating in the work of international organizations. The proportion of women who currently represent the country in international relations is presented in table 4.

Table 4. Women in international representation (May 1997)

	Total	Women	Percentage of women
Diplomatic service	338	123	36
Diplomatic service abroad	139	38	27
Heads of missions	40	3	7

Article 9

All provisions of article 9 of the Convention are fully embodied in the laws of Lithuania. Article 3 of the Law on Citizenship stipulates that citizens of Lithuania have all the socio-economic, political, and individual rights and freedoms that are provided and guaranteed by the Constitution and of international agreements binding to Lithuania.

Articles 1, 15 and 16 of the Law establish a procedure and conditions for the acquisition of Lithuanian citizenship, and none of these conditions is connected with any exceptions on the basis of sex. The issues of retaining citizenship which are regulated by article 3 and 4 of this Law should be treated in a similar manner. Marriage to a foreign national or to a person without citizenship, contracted by a man or woman who is a citizen of Lithuania, as well as dissolution of such marriage, may not by itself change the citizenship of either spouse (article 5 of the Law).

Chapter 4 of the Law on Citizenship provides for a procedure of the change of citizenship of children upon the change of parents' citizenship.

According to this chapter, children's citizenship is agreed upon between both parents. If both parents acquire or lose citizenship in Lithuania, the citizenship of their children who are under 14 years of age changes accordingly (article 23). If one of the parents acquires citizenship in Lithuania, whereas the other retains citizenship in another State, the child of such parents may acquire citizenship in Lithuania on the application of both parents. If parents of a child are divorced, the child may acquire the citizenship of Lithuania upon a written request of one of the parents who has acquired Lithuanian citizenship and with whom the child lives, upon the decision of the court, or with whom the child lives continually de facto. If one of the parents acquires citizenship in Lithuania, whereas the other parent remains a person without citizenship, the child of such parents may acquire citizenship in Lithuania on the application of the parent who has acquired citizenship in Lithuania (article 24).

One of the typical features of the legal system of Lithuania in this sphere is the possibility to declare the citizenship invalid if a person has committed an exceptionally serious crime against Lithuania, as well as in the event of acquiring citizenship in another State, employment as a State official in another State without the permission of the competent bodies of Lithuania, or in cases of crimes against humanity and genocide. Apart from this, the laws allow one to renounce citizenship. However, in none of these cases the citizenship of children 14 years of age and over does not change without their written consent.

In case of a dispute between parents with regard to their children's citizenship, the question should be settled according to the procedure established in chapter 5 of the Law on Citizenship, which does not grant any advantages to any of the parents on the basis of sex.

Article 10

In Lithuania education and its support at the national level is becoming one of the key principles in the realm of gender equality. It is considered particularly important to minimize the financial factor as an obstacle forcing women to terminate their studies. At present with the exception of higher education, education at all levels is free of charge. In the meantime, a system of loans and benefits and allowances for students with children is being developed to be applied mostly in the institutions of higher education. Given the economic realities, it is obvious that the existing system needs substantial improvement, and female students with children should be provided with assistance to overcome the barriers in the labour market.

The universities of Lithuania are relatively autonomous and may initiate positive discrimination towards any sex or offer equal opportunities to both men and women in the sphere of education. From the legal point of view sex discrimination has been eliminated in education, except for a few isolated cases. Women cannot study in the Roman Catholic seminaries that are regulated by the canon law.

Article 41 of the Constitution provides for free education of persons under the age of 16. The same article stipulates that everyone has an equal opportunity to attain higher education according to his or her individual abilities. The implementation of this article is envisioned in article 33 of the Law on Science and Studies which provided for the equal rights of all members of society to education according to individual competence and abilities. Article 35 of the same law establishes equality for all in becoming scholars and obtaining a scholarly degree.

Educational institutions, upon consultation with the Ministry of Education, have the right to set forth conditions for the admission of students. In their activities all the schools of higher education follow their statutes, endorsed by the Seimas or the Government. These statutes must conform with the laws and most of the statutes contain provisions which are close to the ones established in article 41 of the Constitution. For example, the statutes of the Academy of Art, adopted in 1992, stipulate that every person admitted to study or teach in the Academy has equal academic opportunities, irrespective of sex, race, citizenship, convictions or nationality.

The Law on Education and other laws relevant to education treat men and women equally. A breakdown of students' composition by sex underscores the equality. In 1996, women made up 50.5 per cent of the students at all levels of education. Girls comprised, respectively, 50.3 per cent in schools of secondary education, 38.8 per cent in vocational training schools, 65.3 per cent in high schools, and 56.3 per cent in institutions of higher education. This trend has been constant for many years and at present, on average, the level of education of women is higher than that of men.

Studies at the university level - i.e., studies for bachelor and master degrees - may raise concern. In the wake of educational system reform, a two-level system was introduced in universities (bachelor and master courses). It has been observed that the proportion of women in the master's course was diminishing, compared with those in bachelor studies. Even fewer women continue their studies for a doctor's degree. Therefore, there is a smaller number of women with doctor's degrees than of men (31 per cent), while the number of female doctors is even smaller - only 10 per cent. The major cause of this situation is the fact that the beginning of an academic career often coincides with childbearing and child upbringing. Moreover, up to now universities have not encouraged women to pursue an academic career. Nevertheless, there have been changes in recent years. For example, the Rector of Vilnius University, taking account of the unequal situation of the sexes, issued Decree No. R-28 of 6 April 1997, providing for temporary measures to ensure that 40-50 per cent of top university positions were occupied by women. The Rector ordered that those women who could write or were writing a thesis for a doctor's degree should be provided with longer paid academic leave, given priority in publishing their work and in competitions for top academic and administrative posts and with other conditions being equal, given preference.

As sports events have become commercial, women's participation has decreased, although this is not the case with physical training. In Lithuania, physical training is a part of comprehensive education described above; therefore, its regulation in the sense of non-discrimination corresponds with

the trends as required in the Convention. The sports that are becoming dependent on the sponsorship of commercial interests, do suffer in this regard, however, since most sports attract more attention when participants are men and not women.

Article 11

Right to work is guaranteed by article 48 of the Constitution of Lithuania: "Every person may freely choose an occupation or business, and shall have the right to adequate, safe and healthy working conditions, adequate compensation for work, and social security in the event of unemployment".

Article 19 of the Law on the Employment Contract (28 November 1991) stipulates that the employer is prohibited from refusing employment on the grounds of sex, race, nationality, citizenship, political convictions, attitude towards religion or other circumstances of no relevance to the professional capabilities of the employee.

Article 3 of the Law on the Support of the Unemployed (13 December 1990) guarantees the implementation of the right to work by declaring that citizens may exercise their right to work by addressing employers directly or through labour exchanges. The same article stipulates that citizens can freely choose not to work. This provision of the law obligates the employer upon employment of a person to apply the same criteria to both men and women.

Article 48 of the Constitution stipulates that every person may freely choose an occupation or business. Article 49 establishes that every person has the right to rest and leisure, as well as to annual paid holidays. The provisions of the Constitution are explicated in the laws. Article 6 of the Law on the Support of the Unemployed stipulates that the State guarantees its citizens, irrespective of their sex: free vocational counselling and information about vacant jobs; free labour exchanges in looking for employment; free vocational training in case of unemployment; a possibility to do public work or the work supported by the Employment Fund in case of unemployment; and, unemployment benefits.

Article 8 of the law establishes a list of citizens who are given additional employment guarantees. This list includes women with children under 14 years of age. This does not mean, though, that a woman has to raise children alone. Additional guarantees are given through the national programmes prepared by the Lithuanian Labour Exchange, as well as through territorial programmes of population employment prepared in conjunction with local governments. Such programmes have to be approved by the central government bodies or local governments. The aim of these programmes is first of all to protect people from unemployment. Upon the proposal of labour exchanges, municipalities establish annual quotas of new jobs of up to 5 per cent of the total number of the working force of a company. If additional expenses are required for creating new jobs or their adaptation when employing a jobless person upon the recommendation of the labour exchange, the employer receives from the Employment Fund a single compensation of up to 12 minimal monthly salaries for one working place.

The Law on Holidays (17 December 1991) gives employees the right to vocational training, irrespective of their sex. Article 23 of this law stipulates that employees should be granted holidays to prepare for and take entrance examinations to colleges and institutions of higher education (three days for each examination). Employees who study successfully in educational institutions should be granted study holidays according to the certificates/ invitations of these institutions to finish and defend graduation theses (30 calendar days); to prepare and take regular examinations (three days for each examination); to prepare and take tests (two days for each test). Time spent in transit may not be counted as part of the holiday period. According to the Law on Holidays, study holidays are intended for special purposes; therefore they are not calculated into annual holidays. Employees who are taking entrance examinations for colleges and institutions of higher education with directives of enterprises should be paid no less than the average wage by these enterprises for the granted holidays. The issue of remuneration for the period of studies for employees who take entrance examinations and study on their own initiative should be settled in a collective agreement or upon agreement of the parties.

Article 48 of the Constitution guarantees the right of every person to adequate compensation for work. This is one of the basic principles of the labour law. This constitutional provision is elaborated in the Law on Remuneration of Work (9 January 1991). Article 1 of this law stipulates that the remuneration for work of every employee depends on the labour demand and supply on the labour market, amount and quality of work, and results of the activities of the enterprise. This law forbids enterprises to reduce remuneration on the basis of sex, age, race, nationality or political convictions.

The system of social protection is applied to employed, previously employed and unemployed persons, irrespective of their sex. Article 3 of the Law on the Basics of the State Social Care System (23 October 1990) stipulates that social care is applied in the cases provided by the laws to the following persons: persons who have reached the retirement age or younger who cannot work in their profession; invalids and persons who have temporarily lost working capability; families who have lost their breadwinner; persons who require treatment, medical preventive treatment, and rehabilitation; families with small children; persons who have temporarily lost their jobs; and persons who require State support.

This law and relevant legal acts regulate the application of social protection measures that are not discriminatory with regard to women. The social insurance system, which consists of pension insurance, sickness and motherhood insurance, health insurance, insurance against unemployment, and insurance against accidents at work, establishes that persons who work under contracts of employment are subject to compulsory insurance, irrespective of their sex, as well as persons who are members of elected institutions, work as partners in economic partnerships, agricultural companies or cooperative organizations and who receive remuneration for work. Compulsory insurance is also applied to the owners of individual personal enterprises, persons who work independently, farmers and underage members of their families who work on the farm irrespective of their sex. The State funds the insurance of certain groups of persons (servicemen, fathers and mothers who raise children of 1-3 years of age at home etc.). With the adoption of the Law on the State Social Insurance

(21 May 1991), the Law on the Pensions of the State Social Insurance (18 July 1994) and amendments to them, Lithuania sought to ensure equal rights to men and women. All persons, irrespective of their sex, who cannot care for themselves, having reached the retirement age, or younger persons who because of their age can no longer work by their profession, or are invalids, or persons who have temporarily lost their working capability are entitled to social care. The social insurance system guarantees the right to social insurance benefits, irrespective of the sex of the insured persons, to those persons who had an insurance policy for a period of time established by the law and were paying premiums of the size provided for in the law. The size of premiums depends on the persons' taxable income or the field of activities - e.g., if those persons work independently, are farmers or persons insured by the State or other persons, irrespective of their sex. The size of social insurance benefits (including additional sums for the spouse or a dependant) depends on the size of the social insurance premiums and, in certain cases, on the period of payment of the premiums. The size of the social benefits depends on the proportion of the person's income (or the family's income) supported by the State, or, in some cases, on the rate of benefits established by the State, irrespective of the sex of the receiver of the support.

Positive discrimination with regard to women as to working age, which was earlier applied upon recommendation of the European Union, is now being gradually eliminated, and the working age is gradually being extended to the working age established in the European Union.

Article 53 of the Constitution stipulates that the State takes care of people's health and guarantees medical aid and service in the event of illness.

In ensuring safe working conditions, an important role is played by the Law on the Labour Safety of Persons (7 October 1993). Article 3 of this law stipulates that employees are entitled to work in safe conditions, irrespective of the type of enterprise, its profitability, workplace, working environment, or nature of work, or the citizenship, race, nationality, sex, age, social origin, political or religious convictions of its employees. Articles 14, 15, 24 and 33 of this law established the cases whereby special health care should be set up for employees. Article 62 of the law stipulates that women have the right to choose full-time or part-time employment to do work which is not harmful either to her own or her children's health. Article 63 of the same law stipulates that pregnant women who have submitted a medical statement must have their workload reduced or be transferred to other work which is not harmful to their health, paying the average salary but not less than the one paid before. If it is not possible to transfer a pregnant woman to a workplace less harmful to her health or wait until the settlement of the issue of the transfer of a pregnant woman to easier work or work that is not harmful to her health, a pregnant woman must be released from work and paid an average salary for all the days she has been released from work.

Pregnant women and women with children under three years of age may not work overtime or at night and they may work on weekends or holidays or be sent on business trips only with their consent. A woman who has children under one and one half years of age and is therefore unable to work, is transferred to other work at her own request; she is paid the average of her perviously paid

salary until the child reaches one and one half years of age. In addition, apart from general breaks for relaxation and a meal, she is given at least 30-minute breaks every three hours to feed her baby. At the request of the mother the breaks for feeding the baby can be combined into one and added to the break for relaxation and a meal or transferred to the end of the day (shift), thus shortening the working day (shift). These breaks are paid for on the basis of the average salary. Women with children of 3-14 years of age or disabled children under 16 years of age cannot be given overtime work or be sent on business trips if they do not give their consent. Women with children under 14 years of age have a priority right to choose their working shift, if there exists such a choice.

Article 64 of the Law on Labour Safety of Persons stipulates that women under 40 years of age may not be given work that can harm their reproductive functions. The work and the harmful and dangerous working conditions that may not be given to women, women under 40 or pregnant women for health reasons are defined by the Government. Article 46 of the law stipulates that an employee and the employer may agree on a part of the day or part of the week work. The employer must draw up a timetable for a part-time working day or a part-time working week, if this is requested by a pregnant woman or a woman with a child under 14 or a disabled child under 16 years of age. The part-time work must not restrict the person's labour rights. This provision was elaborated by the Government in its resolution of 9 January 1995 which endorsed the Establishment of a Part-time Working Day or Part-time Week. Articles 4-6 in the Law on Labour Safety of Persons established that collective agreements and contracts of employment may provide for other, more favourable arrangements of part-time work for employees. Part 4 of article 47, which provides for the watch at an enterprise or at home, stipulates that pregnant women, persons under 18 and invalids may not be appointed to this work. Women with children under 14 years of age may be appointed to be on guard only with their consent.

The Law on Holidays establishes types of holidays as well as the minimum duration, and the procedure and conditions for granting and remunerating holidays. Citizens of Lithuania working under employment contract or on the basis of partnership at an enterprise, institution or organization on the territory of Lithuania as well as at enterprises beyond the boundaries of Lithuania which are under the jurisdiction of Lithuania, regardless of their type of ownership, are entitled to holidays. According to the Law on Holidays both men and women are entitled to the holidays defined in article 4 of the law. The annual holiday is counted in calendar days granted to employees so that they are able to rest and renew their ability to work while away from the workplace (post) and being paid an average wage. Annual holidays may be minimal or extended (article 5). The duration of the minimal annual holiday is 28 calendar days. Mothers who raise children alone or have a disabled child under 16 must be granted annual holidays of 35 calendar days. Extended holidays are granted to employees of certain categories approved by the resolution of 15 May 1992.

Holidays for the first working year may be granted after six months of uninterrupted work in the enterprise but no later than the end of the working year. When the length of uninterrupted work is less than six months, holidays may be granted to women upon their request, either before maternity leave or directly after it (article 8). Pregnant women and women who have a child

(children) who is either under 14 years of age or disabled may choose the time of the annual holiday after six months of uninterrupted work at one enterprise. Upon their request, men whose wives are granted maternity leave may be granted holidays during the wife's holiday. The Law on Holidays provides for purposive holidays like maternity leave and child care leave. Women should be granted maternity leave for the period of 70 calendar days before childbirth and 56 calendar days after it (in the event of complicated childbirth or birth of two or more children, the period is extended to 70 calendar days). Maternity leave should be calculated for the period and granted to the woman in full, regardless of the number of days actually used before childbirth. Benefits established by the Law on State Social Insurance are paid for the length of the maternity leave. Article 19 of the Law on Holidays stipulates that, upon her request, a mother should be granted child care leave until the child reaches three years of age. Upon the family's decision, leave should be granted to the father, grandmother, grandfather or other relatives of the child who actually bring up the child. Leave may be taken either in full or in part, and persons entitled to this leave may alternate turns. Benefits established by the State are paid for the period of leave, and the working place (post) is kept for the person, except in the event the enterprise is completely liquidated.

Article 20 of the law sets for a very important provision stipulating that upon the request of mothers who are bringing up children under 14 years of age, annual unpaid holidays of up to 14 calendar days should be granted at a time agreed upon by the parties. Mothers bringing up disabled children under 16 years of age should be granted annual unpaid holidays for up to 30 calendar days at a time agreed upon by the parties. Apart from this, article 25 of the law provides for general rules of granting unpaid leave. Thus, unpaid leave due to domestic circumstances and other important reasons may be granted to women in the procedure established in the collective agreements or upon agreement of the parties. Longer holidays and holidays of other types, additional privileges in choosing the time of holidays, and the pay for the duration of the leave higher than that guaranteed by the Law on Holidays may be established in collective agreements.

Similarly to the provisions of the Convention, the laws of Lithuania forbid employers to dismiss women from work on the grounds of pregnancy or child care. Article 140 of the Criminal Code stipulates that refusal to employ or dismissal from work of a woman on the ground of her pregnancy, as well as refusal to employ or dismissal from work on the ground of breastfeeding incurs correctional labour of up to one year. The laws forbid employers to dismiss employees from work on the ground of marriage. This would violate article 139 of the Criminal Code which provides for punishments for deliberate disregard of labour laws. Article 41 of the Code of Administrative Violation of Law establishes an administrative liability (a fine imposed on employers or a person authorized by them) for violations of labour laws. Article 35 of the Law on the Contract of Employment stipulates that employers are prohibited from terminating, at their own initiative and own will, employment contracts with a pregnant woman. Likewise, employers are prohibited from terminating, at their own will, employment contracts with women who have children under three years of age.

Maternity leave is provided for in article 39 of the Constitution. this article provides for paid maternity leave before and after childbirth. The

provision is elaborated upon in article 18 of the Law on Holidays which provides for a maternity leave for the period of 70 calendar days before childbirth and 56 calendar days after it (in the event of complicated childbirth or birth of two or more children, the period is extended to 70 calendar days).

Measures under item (c) of article 11 of the Convention are still to be undertaken. Nevertheless it should be noted that the general political and social changes in the country are directed towards these goals.

To add to the information provided in the comments on part 1, article 11, of the Convention, it should be noted that a list of work that women are prohibited to do has been drafted, taking into account unhealthy and dangerous environmental factors. The draft was prepared on the basis of the directives of the European Union. At present the draft list is under consideration, and later it will be submitted to the Government of Lithuania.

Article 12

The provision to take all appropriate measures to eliminate discrimination against women in the field of health care may be considered implemented in the sense of gender equality, to the extent existing conditions in the health-care system allow. None of the provisions of the 1994 Law on the Health Care System give discriminatory advantages to any of the sexes, although the law does not provide for special provisions to eliminate discrimination of sexes. In Lithuania, every person is entitled to the same measures of health protection, including, but not limited to, the measures offered in private family planning clinics and State medical institutions.

A woman's health depends on a sound physical and mental state. health is a deciding factor in women's capability to participate in all spheres of public and private life. It depends on economic, environmental, social and political guarantees.

Apart from item 5, article 132, of the Law on the Health Care System, article 53 of the Constitution stipulates that the people of Lithuania must have guarantees to adequate, accessible and appropriate health care. Article 19 of the Law on the Health Care System guarantees free health care, supported by municipalities, to pregnant women (item 2), as well as to women with children under one year of age (item 3). Mother and child health-care services are accessible to all women. They are provided by a professional staff. Most hospitals have started the "baby-friendly hospitals" campaign which urges mothers to breastfeed their babies and encourages contact between mother and child immediately after delivery.

These provisions are implemented by various normative acts issued by the Ministry of Health. The decree of 7 May 1991, amended on 12 December 1994, allows free dispensation of medicine at chemists' shops upon presentation of a prescription and introduces other measures by allocating funds for treatment from the State, municipal and social care budgets.

In pursuance of the Programme for Improvement of the Nutrition of Babies and Children under three years of age, endorsed by the Government in resolution

No. 1108 of 9 November 1995, plans are under way to promote breastfeeding in Lithuania and to prolong the duration of breastfeeding. If there is no such possibility, babies receive adapted baby milk - i.e., close to mother's milk in composition and nutritional value. One of the realistic ways of providing babies and children with quality foods of local origin is to develop their cultivation in Lithuania. Only dietetic and medicinal food products should be imported. However, imported or prepared baby food is too expensive for Lithuanian families; only 38.4 per cent of the interviewed families can afford it. According to the opinion poll of 1995/1996, after mothers stopped breastfeeding, 22.9 per cent of them gave home-made baby food to their babies, 7.8 per cent gave pure cow mild, 3.8 per cent preferred Lithuanian baby milk produced from cow milk, 2.0 per cent gave cow milk bought in shops, and 2.8 per cent gave cow milk diluted with water. Of the polled mothers, 26.5 per cent wished to have the possibility of buying cheaper baby milk, 23.5 er cent wished for more types of baby milk, 1.4 per cent wished for more types of Lithuanian-made baby milk, and 7.5 per cent would have favoured baby milk produced in special centres preparing baby food. Although production of Lithuanian baby milk has been unprofitable, the Ministry of Health has set up a commission to examine the current situation (resolution No. 171, 14 April 1997) and to come up with a decision which would be rational from the point of view of health.

Reproductive health depends on physical and mental states, as well as the state of sexual health. Equal relations of men and women in sexual relations and in child-bearing demand mutual respect, consent and responsibility. The right to give life depends on the recognition of the right of all couples and persons to decide with responsibility when and how many children they want to have. In 1995 the total fertility rate, by the mother's age was highest in the age group 20-24 years of age, but it was lower than in 1993.

Abortions present one of the most acute problems for women. Although termination of pregnancy is not considered a method of family planning, it is still practised on a wide scale.

Abortions in 1995, total: 37,655

40.53/1,000 women of childbearing age (15-49 years of age)

Artificial abortions, total: 31,273.

33.7/1,000 women of childbearing age (15-49 years of age)

The structure of abortions:

Spontaneous - 12.8 per cent;

At the wish of the woman - 82.6 per cent;

On the indication of medical doctors - 0.5 per cent;

Other cases - 4.1 per cent.

Abortions per 100 births:

1994 - 71.85
1995 - 76.40

15-49-year-old women, per 1,000:

1994 - 32.49
1995 - 37.07

Infant mortality in 1995: 12.4 per 1,000 live births; 6.9 stillborn per 1,000

The structure of infant mortality:

Inborn anomalies - 33.5 per cent;

State of the perinatal period - 42.4 per cent.

The Ministry of Health of Lithuania has prepared and carries out the Mother and Child Health Programme. The Programme consists of several major projects:

1. The Programme for the Prevention of Perinatal, Neonatal and Inborn Anomalies began in 1993. Pregnant women, women at childbirth and new-born babies are offered a three-level programme of perinatal care.

2. Programme of Healthy Nutrition (for children under three years of age)

3. Programme for the Prevention of Chronic Diseases

4. Programme for Immuno-preventive Drugs

5. Programme of Children's Mental Health

6. Healthy Living Programme

7. Programme for the Prevention of Tooth Caries in Children

8. Family Planning Programme. The aim of this programme is to improve and develop one sphere of women's health - reproductive health. Attention is devoted to family planning in young families and the training of professional staff for family planning centres.

Currently in Lithuania, only two programmes, the Programme for the Prevention of Perinatal, Neonatal and Inborn Anomalies and the Programme of Immuno-preventive Drugs, receive full financial support. Funding of other programmes remains insufficient.

The Lithuanian AIDS Centre was established in 1990. Its main task is to examine and treat all of the people who have contracted venereal diseases. In 1995-1996 alone, 7,200 persons approached the Centre for assistance. Such a large number of patients can be explained by the mass media efforts to raise public awareness and the favourable conditions - e.g., anonymous centres. As of 1 January 1997 there were 32 people diagnosed HIV-positive in Lithuania; three of those persons have AIDS. Since 1990 five persons have died of AIDS.

Article 13

Equal rights to receive bank loans and other types of financial credits (item (b), article 13, of the Convention) are guaranteed by article 46 of the Constitution. The article stipulates that Lithuania's economy is based on the right to private ownership, freedom of individual economic activity and initiative. The Civil Code and the Law on Commercial Banks do not provide for any restrictions on allocating financial credits to women. Generally speaking, in order to describe the civil law of Lithuania against the background of the issues under discussion, it should be noted that in civil laws, "man" and "woman" are defined as "natural persons" separating them from "legal persons". This ensures equal legal treatment of persons of both sexes. However, item (b), article 13, of the Convention must be given a special emphasis in the system of civil laws of Lithuania.

Article 42 of the Constitution, which corresponds to item (c), article 13, of the Convention, guarantees equal rights to make use of the cultural properties and achievements of science of Lithuania and does not provide for any restrictions on the basis of sex. The existing restrictions to participation in sports events, which hardly corresponds to the meaning of the Convention, were mentioned above in the comments on item (g), article 10, of the Convention.

Article 14

In respect of rural women, in spite of article 29 of the Constitution, which stipulates that a person may not have his rights restricted in any way or be granted any privileges on the basis of his or her social status, the difference between the legal possibilities and economic status still remains. The legal system of the Republic of Lithuania does not provide for special regulations of the conditions of life of the rural population, except the legal and economic measures to promote the implementation of agricultural reform.

Article 15

Provisions of equality for men and women before the law are fully implemented in article 29 of the Constitution which states that all people are equal before the law, the court, and other State institutions and officers. A person may not have his rights restricted in any way or be granted any privileges on the basis of his or her sex, race, nationality, language, origin, social status, religion, convictions or opinions.

The implementation of provisions of part 2 of article 15 of the Convention has already been discussed above in the comments on article 13. In addition, it should also be noted that article 8 of the Lithuanian Civil Code provides for equal conditions to all the citizens of Lithuania who are 18 years of age and over, to enjoy civil capability. Therefore, every person who is 18 years of age and over has equal rights to conclude deals and dispose of his or her property, except in cases of limited capability related to the abuse of narcotics, toxic substances or alcohol, or to mental disorder when it is proven and recognized by the court.

Article 48 of the Civil Code stipulates that all deals with aims that are contrary to the goals and interests of society are considered null and void. Moreover, article 47 of the Civil Code stipulates that deals that do not conform to the provisions of laws are invalid.

Article 32 of the Constitution guarantees the same rights to every citizen and provides for the right of every person to move and choose his or her domicile in Lithuania freely and to leave Lithuania at his or her own will. The Constitution also stipulates that these rights may not be restricted except as provided by law and when it is necessary for ensuring State security or protecting the health of the people, or to administer justice. Thus, the understanding of equality in the meaning of article 15 of the Convention may be considered as being in conformity with the laws of Lithuania.

Article 16

Article 38 of the Constitution declares that marriage is contracted through a free agreement between man and woman. The same right is ensured by article 4 of the Marriage and Family Code which stipulates that no direct or indirect restriction of rights, direct or indirect granting of privileges in contracting marriage and in family relations is allowed on the basis of origin, social and property status, sex, education or other circumstances.

The right freely to choose a spouse and to enter into marriage only with free and full consent is guaranteed on the basis of the provisions which were discussed above in the section on the implementation of article 16 (a) of the Convention. Article 15 of the Marriage and Family Code also stipulates that the main condition for contracting marriage is the consent of both persons getting married who have reached the age established by law.

Apart from the provisions mentioned above, article 21 of the Marriage and Family Code stipulates that the property acquired by the spouses in marriage is their common joint property and must be used only with mutual consent. Article 19 of the Code establishes directly that in marriage the spouses enjoy equal rights.

Cancellation of marriage is possible in the event of death of one of the spouses or upon the request of one of the spouses or of both of them. According to the Marriage and Family Code, both spouses have equal rights either during the marriage or after its cancellation:

1. To choose and retain the surname before or after marriage (article 18);

2. To dispose of or use jointly property (article 21);

3. To dispose of and use the property of the spouse if, during marriage, it was improved to a considerable extent (article 22);

4. To demand a division of the property acquired in marriage (article 23);

5. To demand material support from the spouse after the dissolution of marriage (article 28).

Article 19 of the Marriage and Family Code stipulates that spouses decide together the issue of bringing up children and other issues of family life. Article 64 of the Code stipulates that spouses have equal rights and duties in bringing up their children after a marriage has been dissolved. Apart from this, according to article 57 of the Code, the same duties also apply to parents who have not contracted marriage. It should be noted that in the country's legal system the concept "mutual consent" includes the following:

1. Selecting children's names and surnames;

2. Deciding children's place of residence;

3. Children's upbringing within the limits established by law.

Article 20 of the Code establishes equal duties of parents regarding child alimony during marriage and after its dissolution.

The implementation of provisions of item (e) of article 16 of the Convention is a problem of morality and upbringing rather than an object of legal regulation. Therefore, it has not been singled out in the legislation. However, measures of indirect influence in this realm are established by the laws which regulate equal rights of men and women in the spheres of education and family planning. Nevertheless, the right of women to decide on the number of children should be one of the major categories of equality from a gender point of view. In order to broaden possibilities for women to choose the means of family planning, sexual education is being incorporated into secondary school curriculums as a compulsory subject, family planning centres are funded by the State etc. Still, in many families abortions are practically considered a family planning measure.

Guardianship, wardship, trusteeship and adoption of children

According to article 110 of the Marriage and Family Code, in regard to adoption, persons who reach the age of 18 have equal rights, irrespective of their sex.

Article 150 of the Marriage and Family Code stipulates that every person may be appointed a guardian at the age of 18, except the groups of persons who are on the list provided in part 2 of this article. Those groups include persons who were recognized by the court as incapable or with limited capacity; persons who were deprived of paternity rights by a court decision; persons convicted for avoiding to pay alimony for adolescents; persons who had been foster parents if the adoption was annulled due to the inappropriate fulfilment of duties by the foster-father (-mother); and persons who were dismissed from the duties of a guardian for inappropriate fulfilment of duties they were entrusted with. Therefore, neither article 150 of the Code nor its other provisions limit the rights of women to be guardians. Another proof of this statement is the provisions of articles 152-160 of the Marriage and Family Code,

stipulating property and non-property rights of those persons irrespective of their sex.

In the legal system of Lithuania, relations of representation are regarded as an institution of civil law and are thus regulated by appropriate provisions of the Civil Code. Their conformity with the Convention was discussed in the comments above on article 11.

All the rights listed in item (e) of article 16 of the Convention are repeated in the same manner in article 18 (the right to choose a surname) and article 20 (the right to choose an occupation and profession) of the Marriage and Family Code.

The implementation of rights is discussed in item (c) above.

Article 16 of the Marriage and Family Code stipulates that marriage is possible between persons who reach 18 years of age. However, part 2 of the same article stipulates that in exceptional cases, by the decision of the boards of regional, city and other administrative units, persons under the specified age are allowed to marry. In practice this happens when a child is born or a medical institution confirms pregnancy. Therefore, a conclusion can be made that the minimal marriageable age as required by the Convention is not regulated by law.

In addition, in accordance with article 38 of the Constitution, marriages contracted in the Church are also recognized. The Constitutional Court, by its decision of 21 April 1994, acknowledged that part 2 of article 6, article 11, and part 2 of article 12 of the Marriage and Family Code, which established compulsory marriage registration at civil registries, violated the Constitution and declared them invalid as of 2 November 1992, the day of the adoption of the Constitution. Taking account of the cases of misunderstanding regarding inappropriate registration of marriages at confessional institutions, the contradiction between this provision and the Convention is obvious and requires clearer legal definition.

Notes

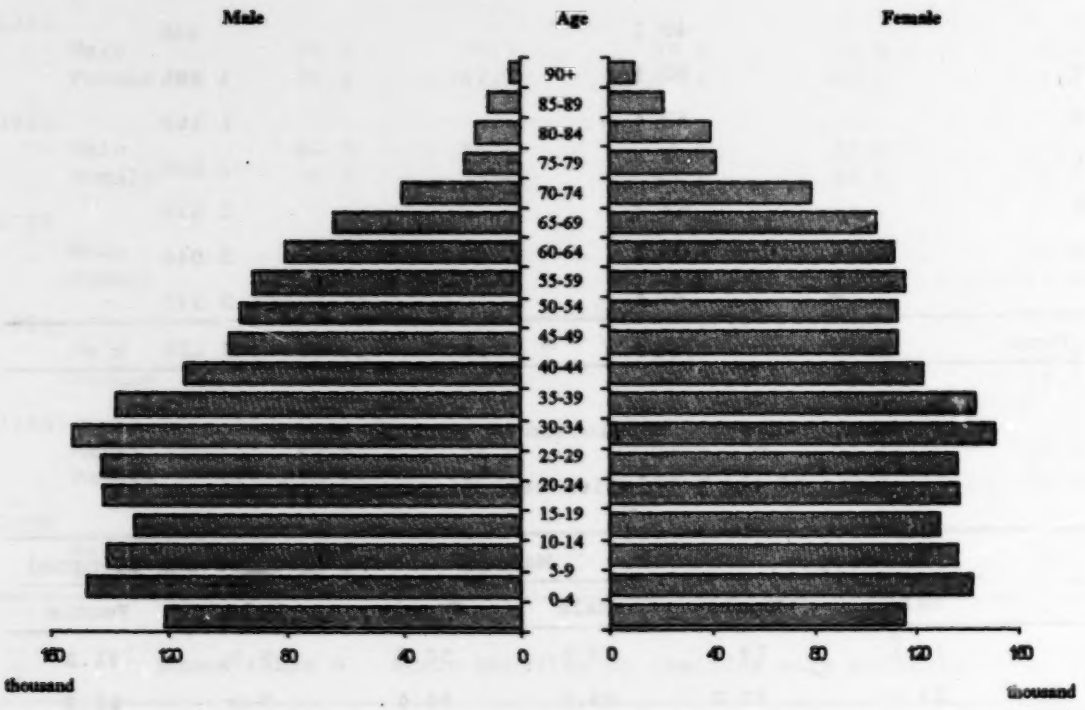
[1] See additional social demographic data in the tables and figures in the annex.

[2] In such a case, a law on ratification of a particular international agreement (convention) is passed.

[3] If there is no need to follow domestic legal acts, then international norms incorporated in the domestic law are applied directly.

ANNEX

Figure I. Population by sex and age group, 1 January 1996



Annex table 1. Females in respective age groups, as of 1 January 1997

Age group	Females as percentage of the total population	Females per 1,000 males
0-19	49.0	961
20-29	49.1	966
30-39	50.1	1 005
40-49	52.4	1 100
50-59	55.2	1 230
60-69	62.2	1 536
70-79	67.2	2 044
80+	70.4	2 377
Total	52.8	1 120

Annex table 2. Population by marital status

(Data of the population census; percentage)

	Single		Married		Widowed and divorced	
	Male	Female	Male	Female	Male	Female
1979	25.1	19.8	69.3	58.9	5.5	21.2
1989	23.0	17.2	69.5	60.0	7.3	22.6

Annex table 3. Average life expectancy

	0	10	30	50	70
1990					
Male	66.6	57.7	39.2	23.0	10.6
Female	76.2	67.3	47.8	29.4	13.4
1991					
Male	65.3	56.7	38.6	22.8	10.9
Female	76.1	67.3	48.0	29.6	13.8
1992					
Male	64.9	56.6	38.1	22.4	10.7
Female	76.0	67.4	48.0	29.6	13.7
1993					
Male	63.3	54.7	36.4	21.3	10.1
Female	75.0	66.3	46.9	28.6	13.0
1994					
Male	62.8	54.1	35.9	21.1	10.3
Female	74.9	66.1	46.8	28.8	13.2
1995					
Male	63.6	54.8	36.4	21.4	10.7
Female	75.2	66.3	46.9	28.8	13.3
1996					
Male	65.0	55.9	37.6	22.1	10.7
Female	76.1	67.1	47.6	29.5	13.6

Annex table 4. State benefits to families with children

Type of benefit	Amount[a]	Total amount (thousands of talonas) 1995	1996
Expenditure, total		79 473.6	109 422.0
Childbirth grant (extraordinary)	6 MSL	13 483.8	20 646.3
Family benefit	0.75 MSL	60 202.6	79 020.6
Childcare benefit	1.5 MSL	4 057.0	6 804.2
Orphaned child grant	18 MSL	402.7	736.9
Military family child benefit	1.5 MSL	254.9	251.0
Maternity benefit to studying mothers	0.75 MSL	60.5	72.6
Orphaned child's study grant	1.5 MSL	1 012.6	1 890.4

[a] MSL = minimal standard of living.

Annex table 5. State social insurance maternity benefit

(thousands of talonas)

Maternity (paternity) benefit	1995	1996
During pregnancy and confinement	25 536.9	35 677.1
For child care	38 470.0	63 225.5

Annex table 6. Abortions

	1995	1996
Total	37 655	34 019
Of which:		
On request	31 083	27 671
Spontaneous miscarriages	4 823	4 653
Therapeutic	190	158
Ectopic pregnancies	886	896
Other	673	641
Legally induced abortions		
Per 1,000 women aged 15-49 years	33.5	29.7
Per 100 live births	75.9	70.7

Annex table 7. Pupils and students, compared to certain age groups of the population

Education levels	Number of pupils and students		Age group	Percentage of students as compared to certain age groups of the population	
	1995	1996		1995	1996
Primary	223 662	225 701	7-10	94.9	96.7
Basic	246 244	251 434	11-15	90.8	90.9
Secondary	119 107	127 320	16-18	76.2	81.2
Higher	75 559	83 645	19-24	22.8	25.9
Total	664 572	688 100	7-24	66.9	69.5
Females					
Primary	108 236	108 811	7-10	93.7	95.1
Basic	119 261	121 499	11-15	89.6	89.5
Secondary	63 897	67 597	16-18	83.0	87.4
Higher	44 954	49 566	19-24	27.6	31.0
Total	336 348	347 473	7-24	68.9	71.3
Males					
Primary	115 426	116 890	7-10	96.2	98.3
Basic	126 983	129 935	11-15	91.9	92.2
Secondary	55 210	59 723	16-18	69.6	75.1
Higher	30 605	34 079	19-24	18.2	20.9
Total	328 224	340 627	7-24	64.9	67.8

Annex table 8. Number of pupils and students by education level

				Second stage of the second level			Third level (higher education)			
	Education preceding the first level	First level	First stage of the second level	Secondary education	Vocational secondary education	Total	Non-university education	University education	Total	Total
	(0)	(1)	(2)			(3)	(5)	(6,7)		
1995										
Total	80 574	223 662	246 244	72 531	46 576	119 107	21 591	53 968	75 559	745 146
Of which females (%)	48	48	48	60	44	54	68	56	59	50
1996										
Total	84 160	225 701	251 434	80 644	46 676	127 320	24 869	58 776	83 645	772 260
Of which females (%)	48	48	48	59	43	53	66	56	59	50

Notes: Distribution of number of pupils and students made on the basis of International Standard Classification of Education (ISCED) is preliminary estimate because the Classification has not been confirmed and introduced in Lithuania.

Education preceding the first level (0): education of 3-6-year-old children in pre-school establishments.

First level (1): primary education (classes 1-4).

First stage of the second level (2): basic education (classes 5-9).

Second stage of the second level (3): secondary (classes 10-12 and vocational secondary education).

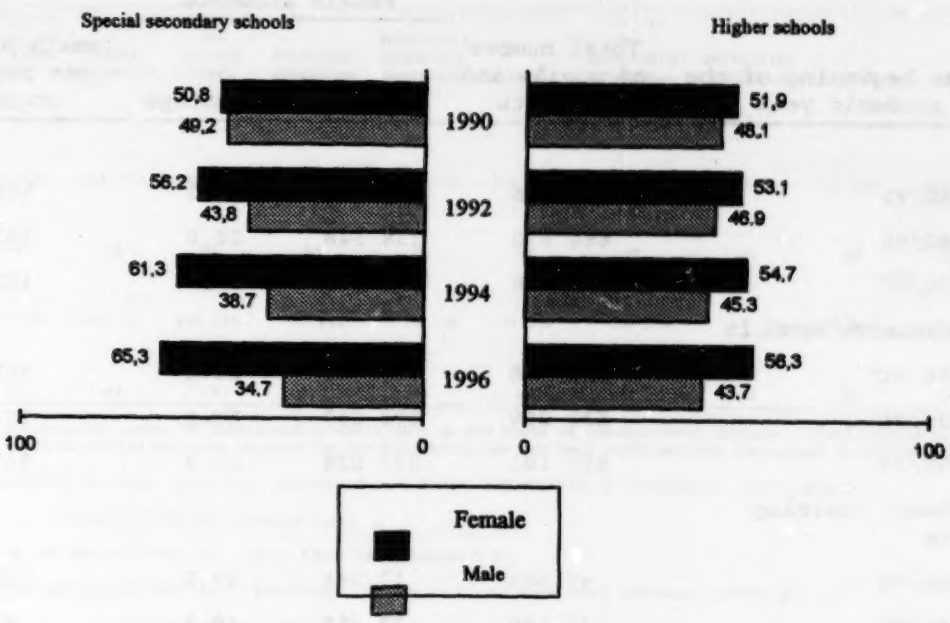
Third level (5, 6, 7): special secondary and higher education.

Annex table 9. Female students in educational establishments

At the beginning of the academic year	Total number of pupils and students	Female students		Female students per 100 male students
		Total	Percentage	
Total				
1990/91	673 905	338 590	50.2	101
1995/96	664 572	336 348	50.6	102
1996/97	688 100	347 473	50.5	102
Comprehensive schools				
1990/91[a]	513 806	262 826	51.2	105
1995/96	537 200	270 647	50.4	102
1996/97	551 181	277 025	50.3	101
Vocational training schools				
1990/91	46 382	17 266	37.2	59
1995/96	49 190	19 818	40.3	67
1996/97	51 651	20 055	38.8	63
Special secondary schools				
1990/91	46 405	23 589	50.8	103
1995/96	24 214	15 569	64.3	180
1996/97	26 492	17 300	65.3	188
Higher schools				
1990/91	67 312	34 909	51.9	108
1995/96	53 968	30 314	56.2	128
1996/97	58 776	33 093	56.3	129

[a] Excluding special schools.

Figure II. Proportion of female students to male students



Annex table 10. Students of higher education, by study programme, beginning of 1996/97 academic year

Study programme	Total number of students	Percentage female
Teachers' training and education	3 612	85
Visual and applied art	548	71
Humanities	159	91
Business management and commerce	5 923	77
Law	541	69
Natural science	717	50
Mathematics and computer science	294	61
Health care	2 830	94
Crafts and manufacturing	696	72
Engineering	5 414	27
Architecture and urban planning	48	90
Agriculture, forestry and fisheries	2 096	71
Home economy and management	136	94
Transport and communications	1 117	36
Services	719	84
Other	1 397	49

Annex table 11. Students of higher education, by study programme

Study programme	Total number of students		Percentage female	
	1995	1996	1995	1996
Teachers' training and education	10 538	10 776	80	80
Visual and applied art	2 194	2 084	63	69
Humanities	2 837	2 929	80	80
Religion and theology	315	437	69	74
Social science and psychology	1 671	1 631	66	64
Business administration and related programmes	5 153	5 901	66	68
Law	3 068	3 020	33	33
Natural science	1 032	1 078	54	56
Mathematics and computer science	1 092	1 300	41	40
Medical diagnostics and therapy	3 066	2 972	70	68
Technical science	9 881	12 151	28	27
Architecture and urban planning	426	436	55	50
Agriculture, forestry and fisheries	3 170	3 205	60	61
Mass media and office management	603	594	69	67
Other	707	827	18	43

Annex table 12. Population and employment[a]

(average annual number, thousands)

	1991	1993	1995	1996
Female				
Working-age and older population	1 530.2	1 532.3	1 538.7	1 544.0
Labour force[b]	1 023.0	967.6	884.7	895.3
Employed[c]	1 020.9	931.8	825.1	827.8
Unemployed[d]	2.1	35.8	59.6	67.6
Not active[e]	507.2	564.7	654.0	648.6
Male				
Working-age and older population	1 315.9	1 314.1	1 315.2	1 318.1
Labour force[b]	879.8	891.7	867.9	888.2
Employed[c]	876.7	846.4	818.5	831.2
Unemployed[d]	3.1	45.3	49.4	56.9
Not active[e]	436.1	422.4	447.3	430.0

[a] Employed population - data from company reports, unemployed population - data from labour exchange reports.

[b] Employed and unemployed population, registered with the labour exchange.

[c] Persons working at all types of enterprises, establishments and organizations, except those working on individual farms (except small landowners and servicemen).

[d] Persons of working age who do not study full time and are registered at the State Labour Exchange by their place of residence as persons seeking work and ready for vocational training (from the Law on Support of the Unemployed).

[e] Persons of working age and older not in the labour force. This category comprises full-time pupils and students, pensioners who are not working, disabled persons, convicted persons, housewives and persons who lost hope to find work.

Figure III. Employed population, by age group

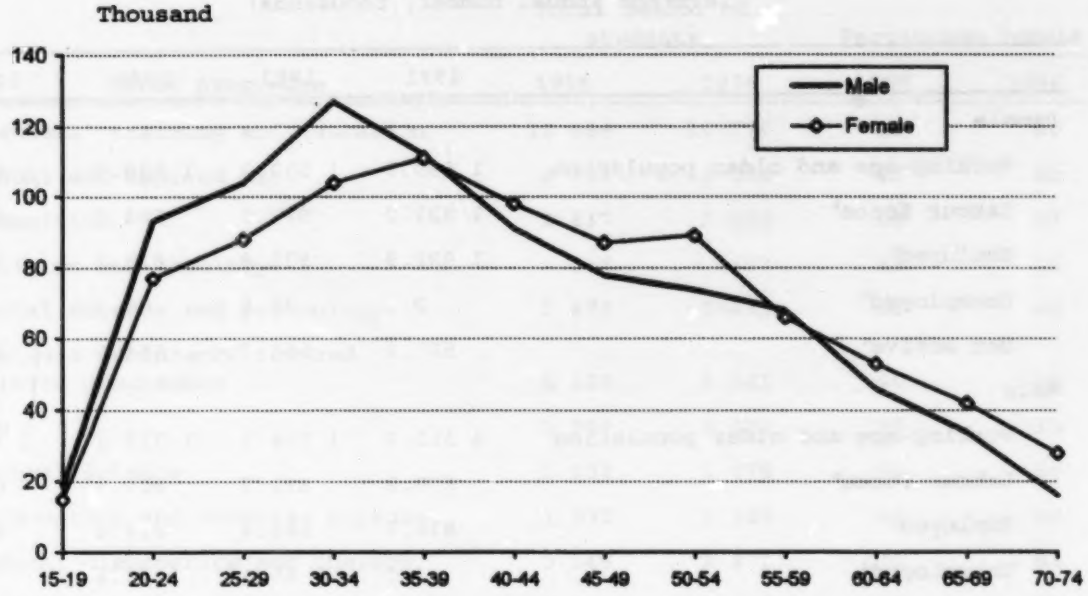
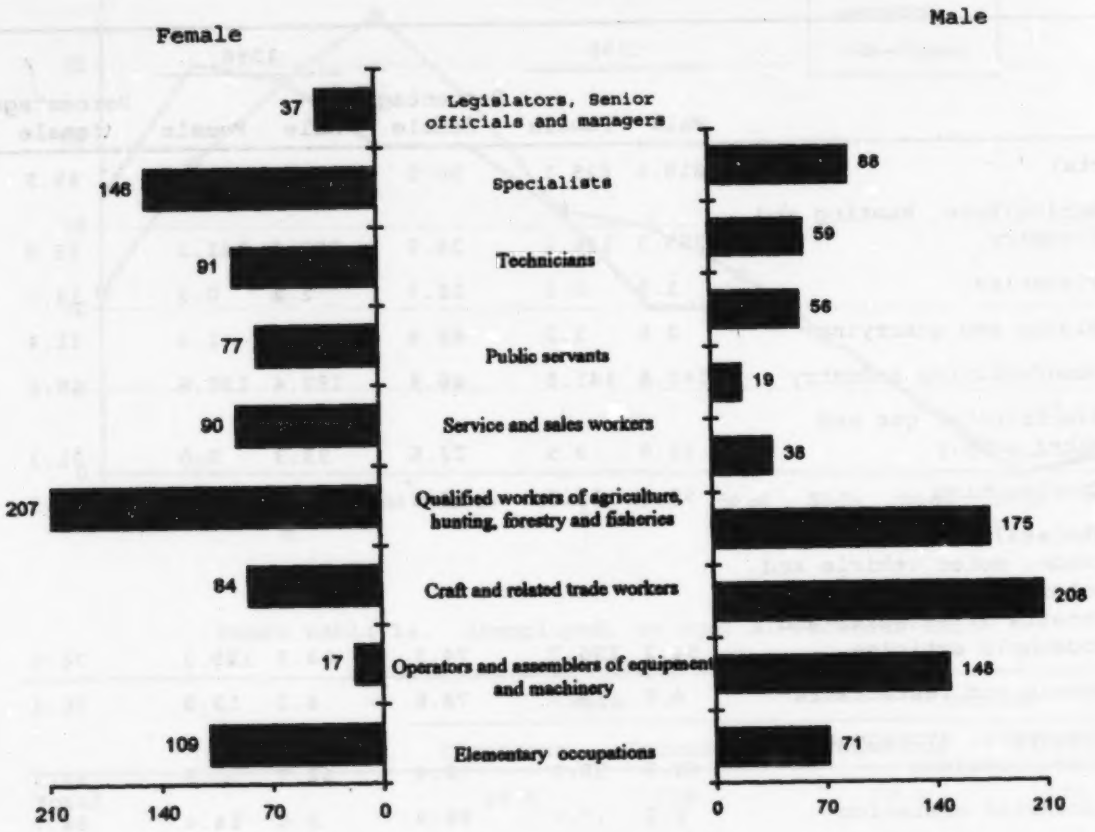


Figure IV. Employed population, by occupation

(thousands)

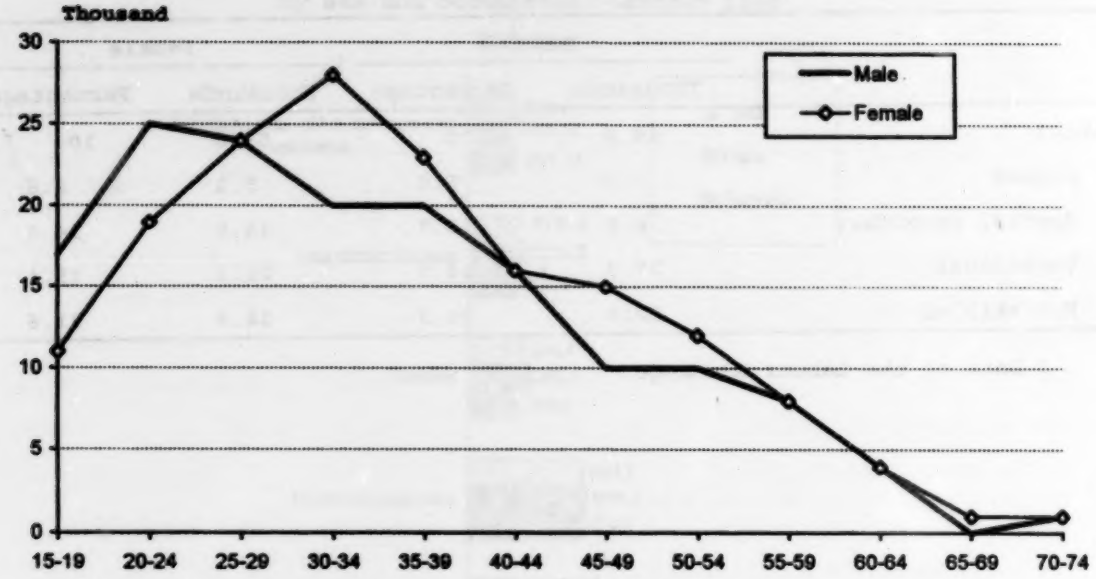


Annex table 13. Employed population, by economic activity

(thousands)

	1995			1996		
	Male	Female	Percentage female	Male	Female	Percentage female
Total	818.5	825.1	50.2	831.2	827.8	49.9
Agriculture, hunting and forestry	253.9	136.1	34.9	257.9	141.2	35.4
Fisheries	1.5	0.3	16.7	1.2	0.2	14.3
Mining and quarrying	2.6	1.3	44.8	2.4	1.1	31.4
Manufacturing industry	160.5	141.8	46.9	157.4	130.8	45.4
Electricity, gas and water supply	32.8	9.5	22.5	33.3	9.0	21.3
Construction	98.0	16.7	14.6	101.2	14.5	12.5
Wholesale and retail trade, motor vehicle and motorcycle maintenance, repairs of personal and household articles	54.2	156.7	74.3	54.5	159.3	74.5
Hotels and restaurants	4.0	14.7	78.6	4.2	13.9	76.8
Transport, storage and communications	64.3	30.8	32.4	62.7	31.3	33.3
Financial mediation	2.9	17.7	85.9	2.6	14.4	84.7
Real estate, renting and commerce	17.5	19.3	52.4	16.3	19.5	54.5
Public administration and defence; compulsory social security	45.8	21.8	32.2	45.1	23.7	34.4
Education	32.9	109.4	76.9	35.3	116.7	76.8
Health care and social work	15.7	86.9	84.7	15.9	87.0	84.5
Other community, social and personal service activities	31.9	62.1	66.1	41.3	65.2	61.2

Figure V. Unemployed, by age group, 1996



Annex table 14. Unemployed, by age, 31 December 1996[a]

	Male		Female	
	Thousands	Percentage	Thousands	Percentage
Total	49.8	100	59.6	100
Under 18 years of age	1.5	3.1	1.2	2.0
19-24	9.1	18.3	8.8	14.7
25-29	5.7	11.4	7.7	12.9
30-49	25.1	50.5	34.3	57.6
50-54	4.1	8.3	6.6	11.0
55-59	4.0	8.1	1.0	1.8
60 years of age and above	0.1	0.3	0.0	0.0

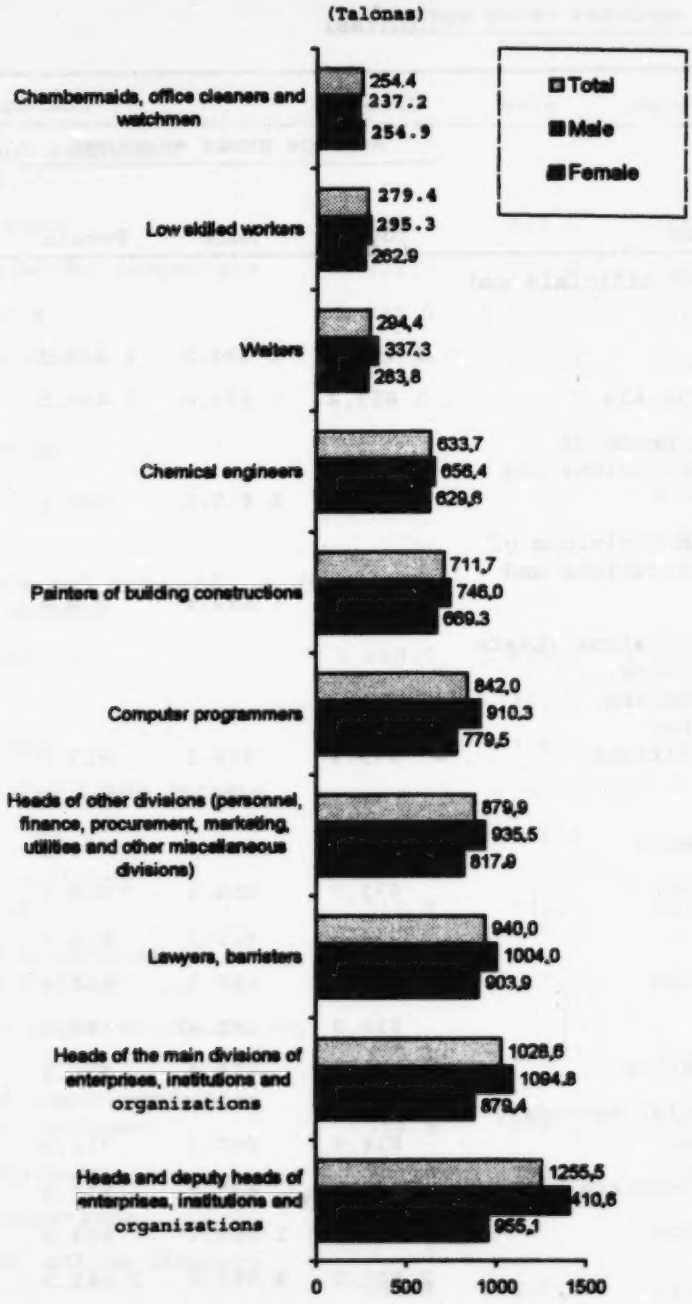
[a] Data of the Labour Exchange.

Annex table 15. Unemployed, by education, 31 December 1996[a]

	Male		Female	
	Thousands	Percentage	Thousands	Percentage
Total	49.8	100	59.6	100
Higher	2.5	5.0	5.2	8.6
Special secondary	6.8	13.7	14.5	24.4
Vocational	27.9	56.0	21.1	35.4
Not skilled	12.6	25.3	18.8	31.6

[a] Data of the Labour Exchange.

Figure VI. Average gross earnings in the national economy, by sex and occupation, October 1995[a]



[a] Excluding individual (personal enterprises).

Annex table 16. Average gross earnings in the national economy by occupation, October 1995[a]

(Litas)

Title of occupation	Average gross earnings			Women's earnings as compared to men's (percentage)
	Total	Male	Female	
Legislators, senior officials and managers				
Legislators	1 797.2	1 824.2	1 449.0	80.6
Senior State officials	1 853.8	1 924.4	1 484.1	77.1
Heads and deputy heads of enterprises, institutions and organizations	1 255.5	1 410.6	955.1	67.7
Heads of the main divisions of enterprises, institutions and organizations	1 028.6	1 094.8	879.4	80.3
Heads of other divisions (heads of personnel, finance, procurement, marketing, utilities and other miscellaneous divisions)	879.9	935.5	817.9	87.4
Specialists				
Computer programmers	842.0	910.3	779.5	85.6
Chemical engineers	633.7	656.4	629.6	95.9
Other engineers	754.6	823.2	661.0	80.3
Psychiatric doctors	670.3	685.5	664.8	97.0
Dentists	538.9	562.4	535.1	95.1
Other medical doctors	580.1	636.3	558.1	85.0
Lecturers of special secondary and higher schools	824.8	907.2	711.9	78.5
Secondary schoolteachers	508.3	485.9	512.9	105.6
Lawyers, barristers	940.0	1 004.0	903.9	90.0
Judges	2 802.2	3 382.0	2 041.3	60.4
Actors	472.6	483.9	460.8	95.2

Title of occupation	Average gross earnings			Women's earnings as compared to men's (percentage)
	Total	Male	Female	
Technicians and associate professionals				
Insurance agents	482.0	547.3	466.3	85.2
Customs and border inspectors	723.7	724.9	719.3	99.2
Tax inspectors	1 063.0	1 395.3	975.8	69.9
Police inspectors	1 077.9	1 112.9	891.3	80.1
Clerks				
Data processing	..	..	507.5	..
Secretaries	..	..	476.9	..
Postmen	..	..	395.3	..
Service workers and shop and market sales workers				
Flight attendants	1 440.7	1 419.4	1 441.3	101.5
Waiters	294.4	337.3	283.8	84.1
Shop assistants	338.4	378.1	335.1	88.6
Craft and related trade workers				
Masons	/	665.4	/	/
Painters of building constructions	711.7	746.0	669.3	89.7
Operators and assemblers of equipment and machinery				
Operators of paper manufacturing equipment	843.1	895.3	614.1	68.6
Operators of sugar production and refining equipment	754.1	899.2	659.3	73.3
Packaging equipment	721.8	763.0	708.4	92.8
Elementary occupations				
Chambermaids, office cleaners, watchmen	254.4	237.2	254.9	107.5
Waste collectors (sanitary services)	319.7	345.4	307.2	88.9

/...

Title of occupation	Average gross earnings			Women's earnings as compared to men's (percentage)
	Total	Male	Female	
Low skilled workers	279.4	295.3	262.9	89.0
Loaders from railways carriages	554.2	555.6	461.0	83.0
Loaders from aircraft	646.5	646.5	-	-

* Except individual (personal) enterprises.

Annex table 17. Average gross monthly earnings in the national economy, by sex, 1994-1996*

(Litas)

Reporting month	All employees			Workers			Clerks		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1994									
April	332.4	391.7	285.7	273.1	331.6	198.7	389.3	490.1	340.3
July	374.1	449.7	313.3	309.3	384.3	209.6	434.8	554.0	375.4
October	400.9	479.0	338.0	327.8	405.9	221.1	467.7	597.3	405.0
1995									
January	416.8	494.2	355.9	328.1	402.7	228.5	493.9	633.8	426.4
July	518.1	619.8	436.0	414.8	512.7	277.0	606.2	782.8	519.9
1996									
April	611.5	708.9	534.1	469.0	560.4	339.2	723.1	915.3	628.3
October	680.0	800.4	581.4	561.4	663.2	406.2	771.1	992.2	661.2

* Except individual (personal) enterprises.

Annex table 18. Dynamics of average monthly gross earnings in the national economy, by sex, 1994-1996*

(Pre-reporting month = 100)

Reporting month	All employees			Workers			Clerks		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1994									
July	112.5	114.8	109.7	113.3	115.9	105.5	111.7	113.2	110.3
October	107.2	106.5	107.9	106.0	105.6	105.5	107.6	107.8	107.9
1995									
January	104.0	103.2	105.3	100.1	99.2	103.3	105.6	106.1	105.3
July	124.3	125.4	122.5	126.4	127.3	121.2	122.7	123.5	121.9
1996									
April	118.0	114.4	122.5	113.1	109.3	122.5	119.3	116.9	120.9
October	111.2	112.9	108.9	119.7	118.3	119.8	106.6	108.4	105.2

* Except individual (personal) enterprises.

Annex table 19. Average gross monthly earnings of the national economy, by economic activity and by sex

(Litas)

Title of economic activity	Sex	1994 April	1994 July	1994 October	1995 January	1995 July	1996 April	1996 October
Total[a]	Total	332	374	401	417	518	612	680
	Male	392	450	479	494	620	709	800
	Female	286	313	338	356	436	534	581
Agriculture, hunting and forestry[b]	Total	290	327	373	427	543	622	729
	Male	290	329	378	439	558	636	743
	Female	292	321	354	378	474	555	662
Fisheries	Total	..	237	285	407	442	450	473
	Male	..	228	291	439	462	462	484
	Female	..	269	260	309	362	380	412
Electricity, gas and water supply[c]	Total	482	493	523	586	661	772	807
	Male	492	505	537	600	677	791	829
	Female	450	457	481	548	618	718	745
Construction	Total	462	552	578	529	686	648	865
	Male	480	566	596	544	706	665	884
	Female	393	472	481	448	577	560	756
Wholesale and retail trade; motor vehicle and motorcycle maintenance, repairs of personal and household articles	Total	287	312	321	334	395	470	552
	Male	302	333	337	353	418	507	606
	Female	279	300	311	322	381	445	511
Wholesale and second-hand trade, except trade in motor vehicles and motorcycles	Total	372	411	411	423	501	564	690
	Male	389	428	431	441	515	583	719
	Female	353	390	387	398	481	536	646
Retail trade, except trade in motor vehicles and motorcycles; repairs of personal and household articles	Total	255	275	290	304	365	429	491
	Male	239	263	280	299	369	445	528
	Female	261	279	294	306	364	422	476
Hotels and restaurants	Total	210	237	251	246	301	378	462
	Male	282	291	310	307	369	466	546
	Female	194	225	237	231	283	353	434
Hotels	Total	455	398	443	387	470	547	633
	Male	514	442	498	439	533	665	723
	Female	422	378	417	361	441	492	585
Transport, storage and communications	Total	393	460	481	501	658	787	845
	Male	413	490	517	535	707	841	912
	Female	353	402	411	436	561	684	707
Land roads, transportation by pipelines	Total	370	405	436	446	581	676	712
	Male	379	415	452	459	596	697	745
	Female	346	379	395	410	542	622	617
Railway transport	Total	432	449	500	511	720	817	837
	Male	454	463	529	537	754	860	908
	Female	397	425	450	467	661	738	698
Water transport[d]	Total	450	764	567	583	1 176	1 113	1 022
	Male	475	799	589	608	1 236	1 163	1 078
	Female	348	599	456	454	890	871	748

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Title of economic activity	Sex	1994 April	1994 July	1994 October	1995 January	1995 July	1996 April	1996 October
Air transport	Total	539	713	807	835	892	1 035	1 150
	Male	588	760	876	900	967	1 116	1 250
	Female	423	605	655	692	730	856	940
Financial mediation*	Total	912	1 119	1 016	1 087	1 366	1 421	1 405
	Male	1 171	1 515	1 344	1 422	1 703	1 752	1 747
	Female	832	975	882	932	1 195	1 243	1 215
Cash mediation	Total	1 057	1 290	1 145	1 230	1 527	1 536	1 484
	Male	1 337	1 694	1 451	1 531	1 824	1 842	1 806
	Female	966	1 131	1 009	1 074	1 361	1 360	1 292
Accumulation of insurance and pension financial resources, except compulsory social security	Total	429	458	417	458	648	936	1 077
	Male	492	527	564	619	887	1 265	1 444
	Female	416	443	384	420	582	829	951
Real estate, renting and commerce	Total	353	387	430	454	539	644	714
	Male	394	434	487	507	602	706	789
	Female	317	346	383	411	489	591	652
Scientific research and applied work	Total	309	359	393	429	506	625	717
	Male	362	411	455	492	570	705	806
	Female	259	307	334	371	449	555	639
Other business activity	Total	426	444	505	523	629	743	786
	Male	467	504	574	595	728	853	898
	Female	391	400	455	473	566	671	716
Public administration and defence; compulsory social security	Total	466	514	539	579	697	854	903
	Male	509	559	587	632	747	910	959
	Female	407	450	471	501	624	771	821
Activity in general national politics	Total	424	460	475	533	629	834	849
	Male	457	487	514	583	678	921	938
	Female	401	440	449	497	594	773	785
Public security and law enforcement activity	Total	535	604	633	657	787	925	975
	Male	568	637	665	707	840	982	1 033
	Female	417	487	524	502	624	746	797
Compulsory social security activity	Total	321	376	417	448	571	656	675
	Male	306	370	403	421	508	584	612
	Female	324	377	420	453	583	671	686
Education	Total	242	258	301	312	374	492	541
	Male	271	291	333	343	424	540	599
	Female	232	247	291	302	359	477	524
Primary education	Total	223	244	283	288	338	472	508
	Male	171	190	203	203	236	320	378
	Female	234	252	296	304	351	493	527
Secondary education	Total	247	262	309	321	381	508	553
	Male	242	261	299	312	379	496	550
	Female	248	263	312	323	382	512	554
Higher education	Total	321	350	398	408	502	613	666
	Male	401	436	505	516	634	758	810
	Female	257	281	314	322	396	498	548

Title of economic activity	Sex	1994 April	1994 July	1994 October	1995 January	1995 July	1996 April	1996 October
Health care and social work	Total	245	257	287	312	378	466	501
	Male	278	294	333	361	430	531	573
	Female	239	249	278	303	369	454	497
Medical treatment	Total	247	259	289	314	382	469	500
	Male	287	303	344	371	445	546	581
	Female	240	251	280	305	372	456	486
Other community, social and personal service activity	Total	251	279	308	334	394	500	549
	Male	277	308	339	366	431	551	607
	Female	230	256	283	307	364	457	502
Leisure and entertainment organization, cultural and sports activity	Total	237	261	298	321	383	493	533
	Male	261	287	327	358	430	551	600
	Female	222	245	280	298	353	458	493

[a] Exclusive of industrial, electricity and agricultural production enterprises, and of individual (personal) enterprises.

[b] Exclusive of agricultural production enterprises.

[c] Exclusive of electricity.

[d] Average gross earnings in October 1996 as compared to April decreased due to the seasonal nature of work.

[e] In October 1996 fewer bonuses and other single benefits were granted.

Annex table 20. Average gross earnings of women, compared to men

(Percentage)

Title of economic activity	Category, if employees	1994			1995		1996	
		April	July	October	January	July	April	October
Total[a]	All employees	73.0	69.6	70.6	72.1	70.3	75.3	72.6
	Workers	59.9	54.7	54.4	56.8	54.0	60.5	61.2
	Clerks	69.4	67.7	67.8	67.2	66.4	68.6	66.6
Agriculture, hunting and forestry[b]	All employees	100.7	97.6	93.7	86.1	84.9	87.3	89.1
	Workers	82.4	78.2	80.2	69.6	72.7	68.6	72.1
	Clerks	96.8	101.3	94.5	87.6	84.7	87.3	90.1
Fisheries	All employees	..	118.0	89.3	70.4	78.4	82.3	85.1
	Workers	..	108.8	75.7	48.9	79.4	63.3	69.6
	Clerks	..	97.4	83.1	75.6	51.3	94.1	82.4
Electricity, gas and water supply[c]	All employees	91.5	90.5	89.6	91.3	91.3	90.8	89.9
	Workers	77.4	73.5	75.5	75.8	76.8	74.9	75.6
	Clerks	82.0	80.5	79.9	81.8	81.1	79.8	77.4
Construction	All employees	81.9	83.4	80.7	82.4	81.7	84.2	85.5
	Workers	77.6	69.7	68.4	66.0	65.4	69.9	72.0
	Clerks	69.5	69.6	68.9	69.8	69.0	68.5	69.7
Wholesale and retail trade; motor vehicle and motorcycle maintenance, repairs of personal and household articles	All employees	92.4	90.1	92.3	91.2	91.1	87.8	84.3
	Workers	85.3	81.8	80.9	83.2	82.8	83.3	82.2
	Clerks	88.1	86.1	87.7	85.6	84.2	77.1	72.8
Wholesale and retail trade, except trade in motor vehicles and motorcycles	All employees	90.7	91.1	89.8	90.2	93.4	91.9	89.8
	Workers	83.8	84.9	79.1	81.8	89.2	81.8	84.1
	Clerks	79.7	81.8	82.5	79.3	78.3	80.6	76.9
Retail trade, except trade in motor vehicles and motorcycles; repairs of personal and household articles	All employees	109.2	106.1	105.0	102.3	98.6	94.8	90.2
	Workers	105.0	98.2	92.1	95.2	86.7	92.7	89.6
	Clerks	104.6	102.6	102.2	97.5	97.5	83.5	79.1
Hotels and restaurants	All employees	68.8	77.3	76.5	75.2	76.7	75.8	79.5
	Workers	74.2	78.9	81.3	78.1	80.2	80.1	84.3
	Clerks	67.4	77.1	73.9	78.9	80.2	78.7	77.7
Hotels	All employees	82.1	85.5	83.7	82.2	82.7	74.0	80.9
	Workers	88.1	88.8	88.8	87.8	88.7	79.1	83.8
	Clerks	75.8	77.3	73.8	75.3	76.6	68.0	74.2
Transport, storage and communications	All employees	85.5	82.0	79.5	81.5	79.3	81.3	77.5
	Workers	79.6	75.2	72.9	73.9	71.2	73.6	70.2
	Clerks	79.1	76.6	74.2	75.1	73.4	74.2	70.6
Land transport, transportation by pipeline	All employees	91.3	91.3	87.4	89.3	90.9	89.2	82.8
	Workers	84.3	83.5	78.9	77.1	78.9	78.5	75.2
	Clerks	83.4	82.8	80.9	82.5	83.2	81.6	79.2

Title of economic activity	Category, if employees	1994 April	1994 July	1994 October	1995 January	1995 July	1996 April	1996 October
Railway transport	All employees	87.4	91.8	85.1	87.0	87.7	85.8	76.9
	Workers	78.6	82.3	76.2	73.6	74.4	74.8	67.6
	Clerks	94.9	92.0	88.4	91.0	89.3	86.7	85.0
Water transport	All employees	73.3	75.0	77.4	74.7	72.0	74.9	69.4
	Workers	61.7	57.4	67.8	61.6	57.5	64.2	56.2
	Clerks	80.9	102.9	79.4	88.0	98.5	86.4	77.4
Air transport	All employees	71.9	79.6	74.8	76.9	75.5	76.7	75.2
	Workers	75.3	82.4	68.9	80.3	78.6	81.0	73.4
	Clerks	66.0	72.2	75.3	71.1	69.3	69.8	72.2
Financial mediation	All employees	71.1	64.4	65.6	65.5	70.2	70.9	69.5
	Workers	55.1	44.9	49.3	41.7	52.7	56.6	55.3
	Clerks	67.1	61.8	62.6	63.4	69.1	69.3	68.4
Cash mediation	All employees	72.3	66.8	69.5	70.2	74.6	73.8	71.5
	Workers	50.5	45.1	48.6	42.1	52.5	54.6	54.2
	Clerks	68.1	63.7	66.0	67.6	73.7	72.7	70.8
Accumulation of insurance and pension financial resources, except compulsory social security	All employees	84.6	84.1	68.1	67.9	65.6	65.5	65.9
	Workers	96.0	67.3	67.7	49.4	54.1	56.4	68.9
	Clerks	82.5	83.6	67.1	67.5	64.8	63.9	63.9
Real estate, renting and commerce	All employees	80.5	79.7	78.6	81.1	81.2	83.7	82.6
	Workers	70.7	71.9	69.1	75.8	73.0	76.6	76.0
	Clerks	71.8	70.2	70.0	70.8	72.8	74.8	74.2
Scientific research and applied work	All employees	71.5	74.7	73.4	75.4	78.8	78.7	79.3
	Workers	65.3	69.4	68.8	69.7	72.1	76.8	84.7
	Clerks	66.4	68.8	66.7	68.9	71.0	71.7	72.7
Other business activity	All employees	83.7	79.4	79.3	79.5	77.7	78.7	79.7
	Workers	82.0	83.1	80.3	88.1	83.6	85.0	84.7
	Clerks	73.4	69.2	69.9	70.2	69.7	69.7	70.3
Public administration and defence; compulsory social security	All employees	80.0	80.5	80.2	79.3	83.5	84.7	85.6
	Workers	79.6	72.7	74.1	64.8	78.8	78.2	82.3
	Clerks	78.0	80.3	77.1	76.1	78.7	79.8	80.5
Activity in general national politics	All employees	87.7	90.3	87.4	85.2	87.6	83.9	83.7
	Workers	74.3	67.5	65.3	70.1	66.2	66.7	72.4
	Clerks	84.3	87.8	84.3	81.0	83.9	80.3	80.2
Public security and law enforcement activity	All employees	73.4	76.5	78.8	71.0	74.3	76.0	77.2
	Workers	91.7	78.2	88.6	52.6	79.6	79.8	77.8
	Clerks	77.9	81.9	82.4	79.9	78.1	79.3	80.7
Compulsory and social security	All employees	105.9	101.9	104.2	107.6	114.8	114.9	112.1
	Workers	75.0	82.2	75.4	79.4	91.9	90.3	90.0
	Clerks	87.4	81.6	83.9	87.4	87.8	86.9	88.8
Education	All employees	85.6	84.9	87.4	88.0	84.7	88.3	87.5
	Workers	88.0	88.6	88.8	87.6	87.3	88.2	92.3
	Clerks	78.9	78.2	79.0	78.7	77.0	79.4	79.1

Title of economic activity	Category, if employees	1994 April	1994 July	1994 October	1995 January	1995 July	1996 April	1996 October
Primary education	All employees	136.8	132.6	145.8	149.8	148.7	154.1	139.4
	Workers	89.8	98.4	105.1	98.7	101.8	101.2	105.3
	Clerks	105.1	101.4	103.0	98.4	92.9	98.7	100.8
Secondary education	All employees	102.5	100.8	104.3	103.5	100.8	103.2	100.7
	Workers	90.6	91.5	92.6	90.1	90.2	90.3	94 7
	Clerks	94.8	94.2	94.6	93.1	91.5	92.5	91.8
Higher education	All employees	64.1	64.4	62.2	62.4	62.5	65.7	67.7
	Workers	73.4	73.3	68.4	69.4	68.8	75.5	81.1
	Clerks	65.4	64.6	63.4	63.4	63.0	66.2	67.2
Health care and social work	All employees	86.0	84.7	83.5	83.9	85.8	85.5	85.0
	Workers	86.2	84.7	82.1	82.5	85.9	84.0	88.9
	Clerks	74.0	72.5	73.0	73.2	73.4	73.2	72.3
Medical treatment	All employees	83.6	82.8	81.4	82.2	83.6	83.5	83.6
	Workers	84.0	82.3	79.7	81.1	84.1	82.4	88.0
	Clerks	71.5	69.9	70.1	70.7	70.8	71.1	70.1
Other community, social and personal service activity	All employees	83.0	83.1	83.5	83.9	84.5	82.9	82.7
	Workers	71.9	70.7	69.2	69.9	75.2	71.6	76.2
	Clerks	81.0	81.8	81.8	79.7	78.2	78.0	76.5
Leisure and entertainment organization, cultural and sports activity	All employees	85.1	85.4	85.6	83.2	82.1	83.1	82.2
	Workers	74.2	73.3	73.8	72.1	68.8	75.4	79.8
	Clerks	82.0	81.9	82.3	78.8	78.7	78.7	77.2

[a] Exclusive of industrial, electricity and agricultural production enterprises, and of individual (personal) enterprises.

[b] Exclusive of agricultural production enterprises.

[c] Exclusive of electricity.